Personal Accountability

Self-Examination ... Avoiding the Trap of Victimhood
Accountability Matters!

This is a story about 4 people named ANYBODY, EVERYBODY, SOMEBODY, and NOBODY.

There was an important job to be done and EVERYBODY was sure that SOMEBODY would do it.

ANYBODY could have done it, but NOBODY did it. SOMEBODY got angry about that, because it was EVERYBODY’s job.

EVERYBODY thought ANYBODY could do it, but NOBODY realized that EVERYBODY wouldn’t do it.

It ended up that EVERYBODY blamed SOMEBODY when NOBODY did what ANYBODY could have done.

Story Source: Unknown
Session Focus

• Review personal accountability self-assessment
• Explore your reality so that you are positioned to address underlying challenges
• Explore attitudes & behaviors of being in the victim cycle
  – ...and how you get disempowered when you travel those waters
• Take ownership without blaming yourself or others
You appear to be accepting personal accountability periodically with more hits than misses. Although you seem to be able to hold your own on occasions, there may be a need to work on increasing your awareness of specific situations that push your buttons. Pay closer attention to circumstances where you do not accept your contributing accountability. Take a closer look on your attitude and how you come across to others; and learning more positive approaches and strategies to assist you in diffusing making poor choices and bad decisions.

For the most part you tend to have a positive and realistic attitude regarding your personal accountability. In most circumstances, you recognize that you have choice to change your situation and often seem willing to take ownership and initiative to resolve issues and find solutions when faced with a challenging encounter or a difficult option.

You are more likely to pass the buck and avoid accepting ownership and taking personal accountability in situations. Now is the time to first understand why you typically respond the way you do, identify the core reasons behind your low level of accountability, then work to learn techniques to develop a stronger sense of ownership and personal accountability.
Reasons Behind Lack of Accountability

- **Fear of Blame**
  - If I am accountable then I will get blame if something goes wrong
  - This blame triggers feelings of shame and inadequacy...and I don’t like it

- **Fear of Failure**
  - I tend to stay with the familiar because I do not want to look bad or makes mistakes
  - I am not comfortable taking risks

- **Fear of Success**
  - If I increase my accountability, I will need to accomplish more
  - I will be pressured to maintain this level of excellence

What is/are your reason(s)?...
Decision Path – Victim vs. Accountable

Accountability Loop
- Forgive
- Own
- Recognize
- Self-Examine
- Learn
- Take Action

Victim Loop
- Deny
- Ignore
- Blame
- Rationalize
- Resist
- Hide

Source: The Power of Personal Accountability
Recognize and Avoid the Victim Loop

What is it?

• A way of life where “stuff’ happens to you
• You do not seem to have a choice
• **We all** visit it at different times in our lives

Questions to ask is **not**

– How do I not go there? ... **BUT**
– How fast can I get out of it?

Source: The Power of Personal Accountability
Recognize and Avoid the Victim Loop

1. Ignore It ... “Problem, What Problem?”
2. Deny It ... “It’s Not My Problem”
3. Blame Someone ... “It’s their Fault”
4. Rationalize It ... “I Have Evidence”
5. Resist It ... “You’re Not My Boss”
6. Hide From It ... “Peek-A-Boo, Where Am I?”
Toxic Emotions of the Victim Loop

• Guilt – *judgment you have against yourself*

• Resentment – *judgment you have against others*

• Mistrust – *judgment others have against you*
Switching to the Other Side

Do you have or know the right tools?

Are you willing to change some of the habits that have gotten you in the situations you want to change?
Change Your Questions... Change Your Impact

**INSTEAD OF**

- Why do we have to go through all this change?
- When is somebody going to train me?
- Who dropped the ball?
- When is that department going to do its job right?
- Who's going to solve the problem?
- When are they going to tell us what's going on?

**ASK**

- How can I adapt to the changing world?
- What can I do to develop myself?
- How can I help?
- What can I do to understand other people's challenges and frustrations?
- How can I become part of the solution?
- What can I do today to excel at my work?
Steps to Accountability

1. SEE IT!
2. OWN IT!
3. SOLVE IT!
4. DO IT!

Victim Mindset

- It's Not My Job
- Ignore / Deny
- Wait & See
- Cover Your Tail
- Confusion / Tell Me What To Do
- Finger Pointing

Personal Mastery Series – Personal Accountability

Source: The Oz Principle
Guidelines for asking yourself better personal accountability questions...

1. Begin with “What” or “How” ... not, why, when or who
2. Your questions should contain an “I” ... not they, them, we or you
3. Finally...your solutions should focus on action
   ○ What can “I” do?
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