

**THE RESPONSIBILITY PROCESS™**

**ОТВЕТСТВЕННОСТЬ**

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**Обязательство**

Сдался

**Стыд**

**Оправдание**

**Обвинение**

Отрицание

# CHRISTOPHER AVERY & THE LEADERSHIP GIFT

## THE RESPONSIBILITY PROCESS™

The Responsibility Process, derived from field studies, shows how people “process” thoughts about avoiding or taking responsibility. Awareness of the process provides a framework for learning. **It is the first “how to” model for taking, teaching, and inspiring personal Responsibility – the #1 principle of success.**

<b>Responsibility</b>	Owning your ability and power to create, choose, and attract
<b>Quit</b>	Giving up to avoid the pain of Shame and Obligation
<b>Obligation</b>	Doing what you have to instead of what you want to
<b>Shame</b>	Laying blame onto oneself (often felt as guilt)
<b>Justify</b>	Using excuses for things being the way they are
<b>Lay Blame</b>	Holding others at fault for causing something
<b>Denial</b>	Ignoring the existence of something

No one thinks about personal responsibility when things go well. When something goes wrong large or small (lost keys or lost retirement account), the Responsibility Process “kicks in.” The mind offers Lay Blame as a reason. If you accept Blame as a sufficient reason, then you will act on that blame. If you don’t accept it, then your mind offers you an excuse (Justify). And so on. Thus taking personal responsibility is a step-wise *process* of refusing to act on a series of irresponsible thoughts that your mind offers up.

- ✓ Responsibility is not just a character trait/ flaw. It’s a mental process operating identically in everyone
- ✓ The process can be observed, learned, taught, studied, developed, modeled, and practiced
- ✓ Any willing individual, team, or organization can practice responsibility at ever higher levels

The Responsibility Process is most useful when self-applied. It backfires when used to Lay Blame on others.

The Keys to Responsibility™, i.e., to unlocking and mastering responsibility, through daily practice are:

1. **INTENTION** – Intending to respond from Responsibility when things go wrong.
2. **AWARENESS** – Catching yourself in the mental states of Denial, Lay Blame, Justify, Shame, Obligation, and Quit.
3. **CONFRONT** – Facing yourself to see what is true that you can learn, correct, or improve.

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