



# Going from Blame to Response-Ability

## BLAME

## RESPONSE-ABILITY

Things you might THINK or SAY or HEAR	If <u>YOU</u> are Blaming, SAY TO YOURSELF	If <u>OTHERS</u> are blaming, SAY TO THEM <small>(shift if you are blaming first, then ask with curiosity &amp; wonder)</small>
You're not listening to me.	I wonder how I can communicate effectively.	How can you communicate in a way I can more easily hear you?
You're not understanding what I'm saying.	I commit to communicating clearly.	How can you share it differently?
You always criticize me.	I commit to seeing you as my ally.	How might you see me as your ally?
You don't do what you say you're going to do.	I wonder how I can generate reliable agreements.	How can we generate reliable agreements?
I'm mad at you for (examples): - not being a team player - not including me	I'm mad or scared (fight) and am focusing on you. I wonder what I'm really angry about or scared of.	How are you experiencing me or my actions as a threat? What besides me might you also be angry about?
You're not doing your share.	I wonder where I'm doing more than I really want to do.	What ways you are doing more than you really want to do?
You don't appreciate me.	How am I not asking for what I want?	What do you really want? And...?
Why are you doing this to me?	How am I setting this up to happen?	How are we setting this up to happen?
How could you have treated me like that?	I wonder what I can learn from this.	What's here for us to learn from this?
You're not good or fast enough.	I wonder how I am criticizing myself.	How are you criticizing yourself?
You're not on top of things.	I wonder where I feel out of control?	How do you feel at risk if out of control?
You should have told me sooner.	What am I noticing and not addressing?	When did you first realize or notice this?
You should have known this was going to happen.	I wonder what I'm ignoring.	What are you not giving your attention to?