

# My Coach 1-liners

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1. Fierce accountability is an attitude, a personal, private non-negotiable choice about how to live your life. It is an internal, empowering context, or simply put: If it is to be, it's up to me.
2. Think about a time when you experienced a situation that was made worse by a failure of accountability. What was the cost to you, your team, the organization?
3. The Fierce accountability context is: "The situation/solution/power is mine." You are working to abandon the victim mindset to improve your results, even if it feels risky.
4. Both the Victim and the Accountability Cycles start with Context and end in Results. Why is this? What does context have to do with results?
5. Think again about a time when you experienced a situation that was made worse by a failure of accountability. How did your context affect the results you were experiencing?
6. The Victim Context is culturally, one of our most popular contexts: "He, she, they, or it did it TO me". When we choose victim, we make the choice that we are powerless in this situation. It is clearly being done TO me. Reflect on a time when you found yourself stumbling into a victim mindset. Is there a different context that you could have chosen? How would that new context have changed your results?
7. Struggling with accountability? Have a coaching conversation with yourself. Use the Mineral Rights model to reflect and ask yourself the questions. Take your time, moving through each of the seven steps. Go deep, then commit to action. Write down your next steps and when you will take them.
8. Fierce Accountability doesn't have to happen "solo" or by yourself. In fact, studies of highly effective people reveal that they always surround themselves with support and they know how to use it.
9. Reach out to a trusted colleague. Ask them to walk you through the Mineral Rights model. Give them permission to go deep with the conversation, and to let you know if they see you being "right" in a destructive way. Allow them to help you increase your awareness and help you move away from the victim mindset.
10. Fierce Accountability is not the easy way; it's the most effective way. Your power is in your willingness to make choices and with the victim mindset, you put your choice and your power outside of yourself. Take your power back!

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| 11. Think of someone that could benefit from a coaching conversation. Commit to scheduling a conversation with them today.  | <input type="checkbox"/> |
| 12. With the Mineral Rights model, you are working to help coach others out of the victim cycle and towards accountability. Remember – no advice giving. Stay in question-asking mode, and let silence do the heavy lifting!  | <input type="checkbox"/> |
| 13. Think of your most recent coaching conversation - How did it go? As a coach, what part of the process did you struggle with the most?   | <input type="checkbox"/> |
| 14. Remember, this can be a difficult topic for the coachee to talk about. To help guide them toward the best outcomes, focus on the following:<br>a. Stay in service to the other person – don't take over by saying something like "Wow, that happened to me too!"<br>b. Dig deep and slow the conversation down<br>c. Get curious and ask questions only<br>d. Don't give advice – this includes questions in the form of advice, so be aware of yourself and your tendencies. | <input type="checkbox"/> |
| 15. As a coach it can be difficult to show empathy without buying into the victim mindset of the coachee. How will you show empathy during your coaching conversation while guiding the other person away from victim? What Fierce Principles can you lean into to help?  | <input type="checkbox"/> |
| 16. Remember, this is about empowering the other person. Practice using statements such as "that sounds hard, what prices are you paying?" or "that can't be easy, what results is it producing? What is your next step?" Focus on balancing empathy and understanding with a bias toward action and results.   | <input type="checkbox"/> |
| 17. Take a moment to reflect on the areas in your life where you are most successful. Our context in areas in which we are getting great results is usually an empowering and accountable one. Acknowledge yourself for this empowering context and the successful results you are experiencing. Challenge yourself to work toward the same ownership in areas where you are least successful and tend to go into victim mode.  | <input type="checkbox"/> |
| 18. Which of the 7 Principles applies most to the Accountability model?   | <input type="checkbox"/> |
| 19. Remember, while fear is a tool that leaders can use to get people to choose accountability, it should be placed in a box with a glass cover over it and labeled, "Use only in case of emergency."   | <input type="checkbox"/> |
| 20. Sometimes we use reward as a tool to get people to choose accountability. What is the problem if we use reward as our main way of moving people toward accountability?  | <input type="checkbox"/> |

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- 21. While it is tempting to give advice to someone, we have to remember that, unless the solution comes from them, it very likely will not stick and you may find yourself answering the same questions again down the road.
- 22. What would the impact of choosing accountability be? On you? Your team? Your organization?
- 23. Remember, Fierce Accountability is not about holding others accountable. It's about working with others to help them choose the accountable context. Before you do that, you have to ensure that you are working from the accountable context yourself.
- 24. When having a coaching conversation, it's important to remember that the agenda comes from the coachee, not you.
- 25. When you find yourself "stuck," pay attention to the types of questions you ask. Questions like "Why isn't ....." or "When will THEY support us..." are more from the victim context. Don't forget the Accountable thought process of "Given that this is true, WHAT can I do...?"

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