

Personal Responsibility and Personal Power

Identifying where people are at, what they need, and how to help them get into action



2 things need to be present for people to take action.

Personal Responsibility – a sense of ownership, engagement, accountability

Personal Power – the tools and resources to take action e.g. knowledge, access and physical resources

The 4 States

<p style="text-align: center;">Shirking</p> <p>When we have Personal Power but not Personal Responsibility – we are Shirking. We have everything we need, but don't want to make the effort, sacrifice, or take accountability.</p>	<p style="text-align: center;">In Action</p> <p>When we have both Personal Responsibility and Personal Power – we will get In Action</p>
<p style="text-align: center;">Disconnected</p> <p>When we have neither – we're Disconnected. We don't know what we don't know. The topic is not even on our radar</p>	<p style="text-align: center;">Willing</p> <p>When we have Personal Responsibility but not Personal Power – we are Willing, but don't perceive we are able. We lack the necessary resources to take action.</p>

Key Lesson when supporting people to take action

Knowing where people are situated is crucial to supporting them to make changes. If we throw more resources at someone who already has everything they need, but lacks accountability, we're wasting our efforts and resources.

When we guilt trip someone who is Willing but not able, we risk alienating them and missing the opportunity to support them in a way that will make a difference.

Willing people need support to gain Personal Power!
Shirking people need support for taking Personal Responsibility!

Work out where people are at through Intentional Questions

There are a number of ways to understand where people are at in relation to a behaviour you are trying to encourage.

One great way is to have a conversation with them that is really targeted and listens from the perspective of Personal Responsibility and Personal Power.

By asking the questions on the next page, not only will you be able to identify their current situation, but they will also be able to see a path for themselves getting into action.

All good coaches know that change is much more powerful if the individual can identify their own opportunities to change and come to their own realisations.

The questions below are divided into 2 sections – one for those in the Willing space and one for those in the Shirking space.

For those In Action already, they don't need help, just encouragement to stay there.

For Disconnected people – you can start with the same questions as the Willing. Once they have Personal Power they need, then you can help them with Personal Responsibility if needed.

Intentional Questioning for Personal Power (example: encouraging someone to get into physical shape)

Question	Example Response
What further information or resources do you need?	I need to know what exercises would help my specific goals, and access to a gym
Where could you get that information or resources?	I could join a gym and ask a personal trainer
If there is something stopping you, could you make changes to remove those barriers?	I can't get to a gym as I am a busy parent
Is there a different way to get the benefit from this action within your resource limitations?	I could explore home workouts and get advice from a personal trainer
Who else needs to be involved?	My partner
What support do you need?	I'd need my partner to create space for me to work out regularly
What do you need to do to get what you need?	Have a conversation with my partner about my plans and reach out to a trainer about home workouts

Summary

This person doesn't need convincing that more exercise would be beneficial. They need coaching on how to get what they need to make it happen

Intentional Questioning for Personal Responsibility

(example: encouraging someone to get into physical shape)

Question	Example Response
What would be the benefits if you were to change?	I would be healthier and feel better about myself
What is your current reality in relation to that action?	Whatever spare time I have is spent watching TV and scrolling memes
What is the impact of your current behaviour?	I don't get enough exercise, am putting on weight, and lacking energy
What would you need to give up, or de-prioritise?	I'd need to spend less time online, or get up earlier in the morning
What benefit do you get from your current actions?	It is my downtime and I am entertained
Is there any other way you could get this benefit?	I could still get the same benefit if I limited my screentime, and could also incorporate it into my gym session
What needs to happen for you to move into action on this?	I need to commit to a gym membership and set up some routines

Summary

This person doesn't need more information or resources. They need support to examine their current behaviours and take accountability.



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Conclusion

Taking the time to understand where someone is located on the Personal Responsibility and Personal Power grid can ensure you target your engagement and support efforts to maximum effect. It will also help the individual to feel heard and be given the support they really need to get into action.

Getting into action with Love Your Values

Connecting people to their values is one of the most powerful ways to support them to build both their personal power and their personal responsibility.

The Values Amplifier tools at Love Your Values are the most comprehensive suite of resources for people to

- Define their core values
- Evaluate how their values are being lived in their lives, work and relationship
- Receive a weighted analysis that identifies their pain points and areas of misalignment
- Be supported with exercises and resources to align their values and experience greater clarity, energy, and happiness.

Coaches, therapists and trainers can complete a **free Values Amplifier assessment** of their choosing

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