



# WHO I AM IS MY WORD



## Are you a *responsible* person?

(reliable, dependable, trustworthy, accountable, in charge of..)

**RESPONSIBILITY:** something that it is your job or duty to deal with (C.E.D.)

**RESPONSE-ABILITY:** our ability (and obligation) to choose and follow through on our response – that which we’ve said we’ll do, or is our implied obligation to get done based on our role, job, position, skill-set

And from an EQ frame, the ability to pause in response to stimuli and choose our words and actions that would be most helpful or best serve the situation



**I AM BEING RESPONSIBLE WHEN....**



**WHEN HAVE YOU FELT THE MOST OWNERSHIP  
OVER YOUR WORK OR A PROJECT?**

**WHAT FACTORS WERE PRESENT THAT  
EMPOWERED THOSE DYNAMICS?**

**WERE THEY THE RESULT OF LEADERSHIP ACTIONS  
OR CHOICES?**

## OWNERSHIP

Taking **ownership** means standing up and announcing that you are responsible for executing a particular task or project. Sometimes taking **ownership** will just **mean** being accountable for a project within your job description.

How do you set up a structure or culture where people feel authentic ownership?

In the work context, what does it mean?

Why is it important?

How do we encourage it, enable it, measure it?



### TAKE OWNERSHIP.

Take personal responsibility for making things happen. It's never someone else's job. Respond to every situation by looking for how you can do it rather than explaining why it can't be done. Show initiative and be willing to do the mundane and ordinary things necessary to contribute to our company as a whole. If you see it, own it and make sure it gets done. Don't make excuses.

## OWNERSHIP & MINDFUL LEADERSHIP

For me, ownership is closely connected to empowering high functioning staff teams. The more ownership people feel, the harder and more joyfully they'll work, feeling a deeper alignment and connection to purpose. The quality of work is high, their performance strong, their value and worth validated, and they are more likely to stay or return (retention).

To have substantive and tangible avenue to bring forth their experience and talents in the role.....in educational or humanitarian programs: designing workshops, running activities, having a say in policies, rules, norms, and if possible not having complete schedules until the staff gather





## OWNERSHIP & MINDFUL LEADERSHIP

To have a say in decision-making, problem solving, to have a voice and be heard in meetings; not tokenistic

To be supported in trying new things, taking appropriate risks, freedom to innovate and be creative, get feedback, co-create the staff and organizational culture

Being asked in which areas they'd like to grow professionally and then being given the training and experimentation opportunity

## OWNERSHIP & MINDFUL LEADERSHIP

What does this look like in your work?

Do you feel a sense of ownership?

What do you do for your employees or team?

Or what would you if you were in a position of leadership and wanting to create a genuine atmosphere of ownership and buy-in?

