



EP 034 Taking Responsibility

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(Un) Professionalism Unprofessionalism is caring for the person, not just their performance. Creating the conditions in which people can flourish is part of the job.

Unprofessional Advice Start with a lens of a hundred percent responsibility, even when someone else objectively made the mistake, and ask what you could have done differently.

“In order to really play, we have to feel safe.”

Wisdom Nugget Play and learning run on the same circuitry, and both rest on a sense of safety we register in the body before we notice it in our thinking. The shift out of play can be tiny, a glance or a change in tone, and once it happens, the thinking narrows. A leader may not even notice what changed, while everyone’s nervous system already has.

“If someone is a leader and they’re the smartest person in every room, they’re not a great leader.”

Wisdom Nugget A leader who holds authority as ownership becomes the bottleneck. Held as responsibility, the same position creates a different question: who do I need around me, and what do they need from me to blossom?

Try It Out Take the last thing at work that went wrong, and that was clearly someone else’s fault. Knowing what you know now, ask what you could have done differently to create a different outcome. Then have the conversation.

