

## Personal Accountability to the “We”

*Each of us in every moment we are together impacts the community to which we are integral, whether we are conscious of it or not.*

*Each of us is fully responsible for the health and vitality of the community and for the fulfillment of our shared purpose.*

How we show up matters:

Are you fully present?

Physically, mentally, emotionally, spiritually

Are you conscious of your intentions?

Is your attention focused on the purpose of the group?

Do you have the skills to become fully present if you notice that you are distracted?

Do you voice your concerns, fears, gratitudes and celebrations regarding the shared purpose?

Do you express what is alive in you?

Do you give feedback that moves the group toward the shared purpose?

Do you speak loudly enough for all to hear?

Are you able to express disagreement without blame?

Do you let the group know clearly what your needs are in speaking and what you want back from the group?

Do you express your concerns to people or forums that can move the situation toward the shared purpose (vs. gossiping)?

Are you able to manage your own reactions?

Are you aware when you are stimulated and about to react out of anger, fear or guilt?

Are you able to recognize your own need for empathy and to take responsibility for it?

Are you able to use self-empathy to express yourself through OFNR

or to recognize when you need empathic support and make choices to get it?

Are you able to hold your needs, the needs of others in your group, and the needs of the whole at the same time?

Do you give full space to others to express themselves?

Are you able to connect to the other person through OFNR?

Are you able to hear disagreement without blame — even if the finger is pointing at you?

Are you able to stay grounded in needs even when a person in authority is using coercion to get you to do what he/she wants?

Are you able to take full responsibility for your own feelings, needs, intentions and actions?

Are you able to take full responsibility for the quality of your experience in each moment?

From Katherine Singer