



Sacred Depths

COACH CERTIFICATION

Understanding Accountability Structures Resource Sheet

“ *Accountability is taking action on the inner and outer tasks to which you or client have committed.* ”

Accountability can be tricky for our client, or for us, because a lot of times it requires us to do something differently than we have before. This is often a lot of effort because of the neural pathways we have on actions we take and the habits we have. We are creatures of habit when it comes to our outer action and our inner beliefs.

Practitioner's Role in Accountability

- Hold a client accountable to a particular task or action – inner or outer.
- Support client in becoming more accountable in aligned ways in general and helping to build their accountability muscle over time.
- Practitioners cannot make any client do anything.

Mindset pieces

1. It's not about you.

- Never make a client's results or how accountable they are about you.
- The moment you make it about you is the moment you are left unable to masterfully and with integrity hold space for accountability with your client.
- Also, don't make their results "for" you (e.g. do this for me).
- What is more effective than creating accountability that is fueled by fear, approach the lack of results and action taking with curiosity. Curiosity:
 - Supports client in not judging themselves and helps them to also move into curiosity
 - Gives way to aligned creative solutions in ways that fear rarely is able to do.

Reflection

- > Be honest, are you making results or action taking about you or for you?
- > If you are, why? What is the fear behind this on your part?

2. Check your filters

- Remember to coach the WHAT based on the WHO. Accountability need to be based on the WHO not the WHAT.
- For example, you may be a Get-It-Done person, but your client may not be
- Or you prefer to take it slow, but your client is a Get-It-Done person.
- If you have a filter that the outer action has not been executed so it must not be working.
- Or the action was executed in a different way than you would have done it, need to check your Myth of Perfection filter.

Reflection

- > On a scale from 1-5, how accountable are you WITHOUT outside help?
- > On a scale from 1-5, how accountable are you WITH help?

3. Be aware of potential triggers

- Some clients can be triggered around accountability because of past experience of being shamed.
- If a client has a trigger about someone else holding them accountable it could push them into a resistance archetype. You want to know so if that happens you can create awareness around it for your client.
- Some people also experienced a power over accountability structure. This can shut your client down because they will feel like someone is trying to control them or exert power over them.
- Your job as the practitioner, is not only to help hold clients accountable in aligned ways, but to also help change their internal accountability structures. For some client this is shifting from a power over structure to an empowered together structure. This helps build ownership for the things your client wants to be accountable.

Reflection

- > Growing up, how were you held accountable by others? What worked? What did not work?
- > If you were held accountable, what was their motivation? How did that person feel?
- > What does ownership mean to you?

4. Be conscious of energetic archetypes

- You really want to think about which energetic archetype would be most helpful for this particular client when it comes to accountability.
- Some clients might need more Mother Archetype, nurturing, slow encouraging.
- Other times, the Father Archetype might be needed, firmer and less fluid.
- Still other times, Fierce Warrior energy may be needed.

Reflection

- > Which energetic archetype are easiest for you to access? Which ones are a growth edge for you?
- > How can you lean into the ones that are more challenging for you?