



Sacred Depths Certification

Accountability Tools and Strategies

0:32

Hello everyone Happy Monday I hope you're doing well I don't know how many of us will be here since we're meeting on a little bit of a different day but I'll be a minute

0:51

before getting started Okay

1:08

well we're gonna be talking about accountability today Michael is saying the worksheets haven't been added to the member center yet is it possible to have that done let me send you know give me one second let me send a text to Amy on my team just to see if we can get that done while we're in class Hold on one sec

1:53

just gonna send this to her alright so hopefully that will happen just trying to think if I can easily access them myself and put them in the chat let me just take one minute to see if I can do that also if I can't find it right away I won't take up any more time but if I can get them in there I will Yeah, all right. I'm glad you asked Michael and I'm gonna pop a bunch of a bunch of links into the chat these are the worksheets for today.

3:35

Okay

3:40

takes a village sometimes. So we are going to be talking about accountability. But before we get there a couple things. First is we are we're like about to step into the, the longer homestretch of the program. Full program is 10 months, we've already been together eight months, can you believe it? All at the same time. To me, it feels like it was short and long. And as we step into kind of our last leg, almost start last leg. I want to remind you of a couple of things. Number one, or I want to remind you of one really important thing that has different ramifications.

4:39

Anything

4:41

can still happen. Anything can still happen. And what I mean by that is if you set a particular intention when we started like by the end of the program, I'm going to bring on two more clients. And you haven't really taken action to that yet, guess what anything can still happen. You got to reset your commitment and take action. If you set the intention, when we started that you were going to keep to date each week with all of the learnings. But that hasn't quite happened, that possibility still exists, you can go back and review the parts that need to be reviewed, or listen to or watch. If you have a new intention that has come up through the work that we've been

doing together, maybe don't put it off, anything can still happen in the container. And I am here to support you with any of that. So whatever it is that you would like to accomplish between now and when we're complete, in the middle of November, allow yourself to have the gift of not only wanting it, but taking aligned action towards it, outer or inner, don't go into like, oh, it's the it's already done. It's not done. It's not even done. Right. When we're done. It's still not done. But sometimes we have this tendency it can happen at the end of the year, too, right? It's like, oh, there's, it's like, there's only a year left a month left of the year, and it's the holidays. And so it's a wash. There's still always opportunity and possibility, right? That doesn't have to be true. So what I want to ask all of you right now is What's your intention? And it can be anything, right? Whatever makes sense for you? What's your intention for yourself? Between now and when we're complete? And about, I think seven weeks? What is a sacred commitment, it might be the same exact intention that you wrote when we began or it might be something else, what is your sacred intention and commitment to you? For the rest of this program what do you want to dedicate the rest of this program to? For you?

8:26

And whatever that thing is, I want to invite you to make it real for you make that promise, that commitment, that intention that vow real for you. Bring it into your body. Whatever it makes sense for you hand on heart as you set the commitment, whatever makes sense for you. What is it that you are really promising yourself?

9:20

And then, here's another question. How might or can you better use sacred depths all of the resource here? My support partner support, community support, etc? How can you better even better use all of the support that is available here over these next seven weeks to help you with your sacred promise with your sacred commitment

10:07

I'd love to see some of what's coming through in the chat got it I'm so glad Kelly What are you committing to and how can you even better use all of the resource available here for you?

10:58

Is intention was actually to make use of the resources and this group good Amy's going to make personalized diagrams of all the lessons that you really want to remember and then post them in the group. Also I love these Michael and wants to stay the course and complete as you've been completing and connect with more people here one on one yeah, there's just amazing amazing individuals here. Yes. Who else

11:51

anyone else want to share Barbara commit to completing the homework to further ground your understanding beautiful. And to marketing yay, yes, good. Kelly wants to keep going catch up on recently listening to recent calls and enroll your next group program Yep. Pick it up fall with the tools and energetics Yes. Dave is going to put the teachings into practice in the in your upcoming immersion good. Jolly has been stalling on writing the email template to your would be Kochi is to complete the extra 18 hours use you can do it. You can do it. So jolly MIDI set a date for when that email is gonna go out. Mark, Brenda's gonna listen to the marketing resources. Good. Yeah, now Jana wants to connect more. Yay. Okay, good. So anything that you need help with, please let me know. I'm here. The other thing that I just wanted to mention is a number of you were at the transform the room workshop last week, it was so good to see you. I hope that you got a lot out of it. And a number of you have been asking questions about into the depths. And I sent some emails about it. But there's one question that keeps on coming up for those of you that are interested in into the depths that I just wanted to answer here as a group. If you want to do the payment plan, I know it's a lot to do to pay, some of you still have some payments left for Sacred depths. And I know it's a lot to double up, we can absolutely work with that you can put down a deposit and then start the payment plan once your sacred depths payments are done, or we can rearrange things or whatever it is. So if that's been kind of if you've been holding back because of that, just know that's absolutely something we can work with. Okay, accountability. So today we're going to look at specific tools and techniques

and structures that we can use as practitioners to support our clients to become more accountable to what they want to create. And I always like to say that this is one of those topics that out that at the outset feels like it's very not sexy. Accountability, wah, wah. But you'll let me know by the end of today's call, I actually think accountability can be very sexy. It's very important and there's actually there's a lot of depth to it. There's a lot of depth to it. So as we look, today, we're going to kind of look at all of the layers. And we're gonna pull together a lot of pieces that we've already learned in different places in the program, as well. So what is accountability? Accountability, we can look at it as taking action, or following through on the inner and outer tasks that you've committed to. Accountability is taking action or following through on the inner or outer tasks, goals, actions that you've committed to. That sounds easy enough, right? Not right at all. Right, I'll take a step back. Sometimes it can be easy enough, especially if we've set up for accountability ahead of time, we're going to talk about that in a few minutes. But that being said, probably we all know, I know, I definitely know for myself, that being accountable to our commitments, that the convinced that we really want in our heart, even if we really want them in our hearts. Even if we've worked through some fear, it's not always as easy as it sounds. And that's because often times the things that we want to be accountable for rock require us to do something differently than we've done before.

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The things that we want to be accountable for require us to do something differently than we've been doing it before. And as we looked at already, last week, doing something different requires effort. And sometimes discomfort, like we looked at last week. So what is practitioners role in client accountability? What is a coach's or practitioners role in client accountability? What I'm gonna say next is maybe the most important thing that I'm gonna say, this whole call. As practitioners, we cannot make our client do anything, period. And I'll just say this, it doesn't matter how masterful we are, how magical we are. Our client needs to want it, we can't make them do anything. And not only that, if we approach this topic from the perspective of we are holding our client accountable, that really does close to nothing as well. Nobody can really hold themselves accountable, except for themselves.

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A practitioners role is to support their client in learning how to be accountable, and activating their own inner accountability for any particular task or action. A practitioners role is supposed to support their client to learn how to become accountable and how to activate their own inner accountability to any commitment. Does that make sense? He is saying accountability is sexy, if you think terrorism is sexy, and that's exactly what I'm speaking to here. That's exactly what I'm speaking to here. We can't hold anyone else accountable and we're We're gonna look at why it feels like terrorism, for AJ and probably for others of you, because that is exactly part that's baked into what I'm talking about here. So yes, thank you for sharing that ha. But before we go there, I think the other thing that I want to say is that of course, we want our clients to follow through and to be accountable to what they want to do and create and evolve into. And that being said, Sometimes folks just aren't going to every now and again, like they're, you know, there are some folks that are just not going to be accountable to anything. And then the majority of folks are going to be accountable, but it's going to take time, it's not going to be full accountability, it's it's going to be like step by step, accountability. And that doesn't mean that there anything has gone wrong in the process at all that is called being a human being and a real life person. Every now and again, there are gonna be some clients that like they just do everything that they said they were going to do. And that's nice, but that's not the norm, right? Okay. So, let's talk about energetics and mindset and soul set first, when it comes to accountability and our energetics as practitioners when it comes to accountability. Number one, don't make your clients results or action taking about you. Don't make your clients results are action taking about you and don't make their results or their action taking for you don't make it like this is for me. Parents, a lot of times do both of these things. My child's accomplishment or lack of accomplishment is a reflection on me. Or my child needs to do this for me. And that, that can create a lot of stuff, right? Clients, if you approach with this kind of energetic, a client is going to be able to feel it energy follows energy. And if your client has had that kind of

experience in other places in their life, then that energy is going to either trigger them or trigger them to rebel or to vehemently not take action or to take the action but from a misaligned place, not for them. Right but for you.

23:46

The other piece that's so important in this is that that energetics are so important because people can sometimes when accountability comes up if a client was shamed at some point, by a parent, by a teacher or by an employer, you know by whoever about not following through on commitments that can come up to anything this is where some of this terrorism piece comes into play. You know, on purpose or not. A lot of us have received accountability or experienced like someone else trying to hold us accountable as a power over structure as a power over structure, that person is trying to exert power or control all over us trying to get us to do something, or as a punitive experience or structure accountability. Oftentimes, we've experienced punitively didn't do this, so I'm getting punished for it. Part of our work as practitioners is not to replay the power over structure when it comes to accountability, but to create a power with strong structure and empowered to gather and to support our clients to build ownership, inside of themselves of the projects and the tasks, and the actions that they truly deeply desire to move forward on. So part of this is we want to be conscious and aware of how we talk about accountability, and what kind of energetic archetype we show up as, as we support our clients and all of this. Let me pause there, because that's a lot in a short period of time. What's feeling important here so far? What are you seeing what's coming together? Who would like to share?

26:40

I can have a question is coming for me, wondering I

26:46

mean, a lot of people

26:48

pick coaches, because they say they want to be accountable. And then my partner, he picked a small, more expensive college when he went to college, because he knew in a big school, he'd be out playing hockey, soccer, Ultimate Frisbee or something like that, instead of going to class, he needed to be small enough classroom, where it's really where the teacher could see if he wasn't there, and we felt accountable. And who is everybody now is trying to reach a goal. If they reach out for a coach, they're saying the main thing they want is, well, sometimes they want like some guidance to know what to do. But the main thing they want a lot of they know what to do. What they want is accountability. So they feel like oh, if I don't do this, somebody's watching somebody's looking, it's not just just me. So So a question comes up for me around that. I have a terrorist sometimes clients, and that was clients. Yeah. But with my partner and my son, I get kind of like,

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there's a difference between a coach holding a client accountable, versus a coach and a client co creating together a structure and a container that helps a client become accountable. And part of that might mean, and every client is different. And we'll look at this when you get to the house to is that a coach is checking in, or the client is reporting that. But that's different than me coach and holding you accountable.

28:29

So it's basically the energetics because somebody could be saying, I'm going to check in on you or you report to me, but if the energy is I'm going to check in. And there's a feeling of like a consequence or a veiled threat, like you're wrong, or you're bad, as opposed to, because I care for you. And I'm supporting you, I'm lovingly checking it, is that the baby?

28:50

Absolutely. And also we're co creating what that check in is together are what that account, we'll get more into this later in the call with that accountability structures together and what works for you and what's going to help you feel most empowered in this versus I'm holding all the cards and practitioner and I'm dictating how this is going to happen and how you're going to be held accountable. That makes sense.

29:17

Yeah, thank you. Yeah,

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good. Good question. Kelly. Yeah,

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I, I love this accountability piece. And I was just reflecting on how I have this weekly thing that goes out to my clients and it's inviting them to do a journal and just do some reflecting and it's very generic and then I give them homework on top of it or more recently have been asking them what they'd like their homework to be, which I'm really, I'm really liking that because they're, then they're claiming responsibility for it rather than I suggest things throughout the session, but then say, what would you choose to focus on? But I was just thinking as you were speaking about how I have these clients that will began and they're like, Oh, I must be your worst client ever. I haven't done the journal or I haven't done this, and I just, I remind them, this is really for you, you are not doing this for me, I am so eager and excited to, you know, whatever you want to share there, I'm so happy to receive it. And it'll help us advance more in the, in the process of you send these before we you know, have our session, but it's really about you. And then I just got this email this morning from a client who has done like so little homework, and I just keep reinforcing like, this is for you like, what, you know, I am here for you, and I'm gonna keep like holding the space. And she just did this. He had this like amazing breakthrough and actually doing the homework, doing the reflection. And I was like over here to the dancing, reading her update, and I and I was reflecting on how really giving that space has allowed her and then just continuing to kind of like, give provocative questions and invite her in has like really allowed her this space to do that. But I'm also the question that's coming up is sort of how to balance between the yes, you go, this is for you, and you better do it, or else

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we're gonna we're gonna get to all of it. Yes, it's a an import valid and important question, we're gonna get to the how tos in a little bit, for sure. But yeah, nicely done is such a great example. Good, Carmen.

31:24

Hi. So sorry, I can't turn my camera on right this second. But um, thanks for taking my cue. Very much piggybacking up on what Kelly was just saying, as what I noticed with a lot of my clients and my work is, so for me, I agree so much with really just holding the space for the client and essentially holding their hand and supporting them, but also making it trying to do my best to make it clear that, you know, this has to come from within them, right? Like they really have to want this and the accountability at some point needs to come from within them, so that they can, you know, make this transformation in their life past our coaching. And what I notice is that, I don't know if you know, it could be maybe something in my energetics that I'm not checking, it could be just an overall shame that they've experienced in the past with coaches or with whatever or even with just, you know, the fitness wellness industry in general, when sometimes the coach can feel like, you know, a bootcamp person or something. But I do feel from them a lot that they will literally say things to me, like, I only did the workout, or I only did the check in because I didn't want to disappoint you or, you know, I'm only showing up to these calls, because I don't want to disappoint you. Or they'll say things or you know, like I'll notice before our coaching calls before our check ins, maybe they didn't do any of the homework over those two weeks, but then they'll like cram it all in like the 24 hours before the coaching session not to feel I imagined some shame or some guilt or embarrassment. And I know you're gonna go through this a little bit, but I really, I don't know, maybe, like I said, maybe checking my own energetics or I just really want to come to a place where I can help

support the client and feeling safe with me that they don't need to feel that shame. And and that is this is for them. Not for me at the end of the day.

33:18

Yeah, yeah, absolutely. Yeah. And I've even sometimes, maybe you've heard this too, like I've even every now and again, have heard someone say I'm scared, you're gonna fire me as a client? Because I must be right. So absolutely, it starts with energetics. And then we'll look at different pieces. But I think one piece that it might not have in there that your question is kind of sparking for me is we want to bake it into the container, right? We want to just like we create, we've spoken so many times in this program about being clear on agreements, and being clear about what the work is and what my responsibilities are and what your responsibilities are and how we're working together. If you find that your clients have a tendency to come with you have like, you know, like the bootcamp or yeah have to because then from the get go, you actually want to share with them so many of the beautiful words that you just shared here Carmen of like, I am here to hold your hand. I love that phrase. I am here to hold the space. I am here to encourage you. I am here to hold the vision for you for what it is that you really want. If you want and you know we may figure it out, I'm here to check in on you. But what this isn't about is you have to get this done for me or there's something wrong with you if you didn't do the homework or it's all gonna fall apart or whatever it is. So you might just want to kind of share that in the get go You folks, thank you. Yeah, thank you. The other thing is similar. And we're gonna go a little bit deeper with this here on the energetics and our own experiences, it for particular clients at some point, it can be really valuable to create awareness, create awareness together on their perspectives on accountability, and those belief structures and fears and, you know, again, to help them build their own muscle on this. Okay, so let's keep on going. The other piece, I'm going to ask some journaling questions. But the other piece that I wanted to mention before we do you all know this already, but just as a reminder, always check your filters when it comes to accountability. And always coach, the what, based on the who. So in other words, you might you yourself might be a get it done, person, you just go and do things right away. But that's not who your client is. Or maybe you do things more slowly, but your client is it get it done person. Remember back to the strategizing module on the difference between consistent doers, deep thinkers and processors, tipping pointers, right. All of this relates also to how a client is going to execute and then how best ways for accountability and measuring accountability. Okay, some inner questions here. On a scale of one to five, how accountable Are you usually, to the things that you want to do without outside help or support or container? And I'll give you a minute if you want to break this down into different categories. Like you know, health versus business versus personal hobby. You can do that too. So on a scale of one to five, generally how accountable are you when you don't have a container holding you?

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IELTS is at a five that's awesome. You get it done gal Kelly's at a 4.75 Saying such a tricky question. I know this is all just for self awareness. No self judgment

38:16

Mike Glenn's a one without help and a five with help. Yes. And that was my next question. Same question but with support and a container scale of one to five for you. And outside container can include coaches buddies friends, family reminders, alarms on your phone right? Any any and all

39:03

All right, here's another question. Probably some of you have already started thinking about this from the conversation we've been having. Growing Power you held accountable whether it was about doing homework or cleaning up or practicing piano or being nice to your grandparents, whatever it is, it was growing up can be at home at school, church, whatever. Growing up, how are you held accountable?

39:46

And my Glen, I love that you just had that awareness about the judgment good. me ask some other questions there's some great shares in the chat we'll get to them in a moment what worked and what didn't work for you when it came to accountability others holding space for accountability what worked and what didn't work like I freaking hated that tic toc timer when I was practicing piano that my mom would put to the leg 30 minutes which felt like forever and I have to hear it ticking for that full 30 minutes to practice the piano. And I would always stop anyway. What worked what, didn't work? Here's one other question. Some of you have already started answering this from what I'm seeing in the chat, whoever was helping you with accountability? Could you feel what their motivation was? What was their motivation? And how did that feel? Whatever that motivation was, whatever was motivating them to hold you accountable, how did that feel for you? There's so many important shares happening in the chat. I'd love to hear some of your voices. What are you seeing what's feeling really important here for you? Who wants to share this is important for our own self awareness and also to understand all the different perspectives our clients are coming to us with when it comes to accountability. Deva.

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Yeah, I feel like when I'm doing something for a group, and I know that there's people that I have to show up and present to then it's easier for me to be accountable and then I've also run a handful of marathons and triathlons and knowing there was a date that I had to run 26 Miles made me do my practice runs but without how being something like that set, I don't run as much or I'm not, you know, I don't do my practices. And then what I'm recognizing, though, is that someone can want it for us. But most importantly, we have to really want it for ourselves. And to have those things, maybe it is that we have to sign up for something that gets us to that finish line. Yeah, yeah,

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I love everything that you're sharing this piece, that you're saying that we have to really want it for ourselves. It is just it is so true. And it's this is a truth. And an understanding that as practitioners, we really want to come back to with our clients, like, at the end of the day, they have to want it for themselves. I have been in the place where I felt like I've been dragging a client to their goal. It is. I mean, it could work, right. But like, it is not ideal that that is not ideal at all. So it's so that's so important. And I love this, you know now, like if you did want to do some more running, for example, now, I think you've got some ideas on what can help you get practicing more to. That's great. Thank you, Annalise.

46:23

It's really interesting, actually, that you're asking us. What about you? And I'm just reflecting on a couple of things. The first one is how I'm sure this influence on our client. And yes, we should be aware of the filter, like if we are get go getters, and then not, you know, to sort of like be aware of that and coach them on who they are. So I just want to really delve a little bit into how energetically we influenced that. And second thing is I was just reflecting on myself, there are certain things that I just do systematically and I'm incredibly disciplined about it and others. Like for example, do you remember my PCC? Yeah, I did it at three o'clock in the morning before the deadline was expiring. And that is crazy. Crazy. And I just don't understand why I have some so like for certain things, I'm like super disciplined and, and for others, like I need to, for example, apply for a UK passport after Brexit. And I'm like postponing, postponing, postponing, postponing.

47:48

Yeah, I hear you and tell me if this lands. And this might be my agenda. So you can let me know, but I don't want you to make the 3am husel wrong either. And what I mean by that is it might be that there is a better more aligned way for you to not wait till the absolute last deadline. And you can work on that and shift that and I know that you can shift it. But let's also honor that that's been a strategy until now that's worked for you and you have like some people again, everybody's different but for some folks that works really really well for them that might not be working well for you. But I just want for all of us to keep that in mind to another filter right that the last minute is the wrong way but for some people the last night it is the absolute right way.

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Yeah, yeah. Yeah. No, thank you for that. I like that.

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Good. Barbara.

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So much comes up from this. Um, first of all, I just want to follow up on what Annalise was talking about I am so like that the last minute and last second right. And part of that is a certain sense of time blindness which is I attribute or whatever that I learned that people with ADHD might have. Many people do have that I'm not an expert on that. But anyway, that that time blindness that requires that external pressure because knowing how long something is going to take isn't clear to people who have a DD or ADHD and so they they push to that external time. You know, that's what forces the the hand so to speak, and that's what that's how I was with all my homework when I was growing up. Oh, yeah, that three week project. I did it the night before. Wow. You know, so they have thing I was. So just kind of to piggyback on that, the the other thing I was thinking about is that when I am clear on what the steps are, and are not kind of sound, so much self doubt, but just that lack of ease with decision making, if there's not a lot of decision making involved for me like that executive function is not my strongest suit. So if there's not a lot of decision making, that's really much easier for me to follow through with. So when I said earlier, you know, I can follow a food plan? Well, it's clear on what the so I can be a five on following through, you know, our accountability, here's a food plan, I agree to, it's going to help me feel better digestive wise. So these are the these are the foods to eat, these are the recipes to have, and you know, and these are the ingredients to buy, I can I can do that. If it's like, oh, I need to get this project done. I don't know how long it's gonna take me. Which thing should I do first? Oh, I'm doing it at six o'clock in the morning when it's do it not. So I think it's just as such a strong factor for me anyway, with that accountability. And that's, that's why you know, some of the things that I've got this group, that's why I wanted that co working group on Friday mornings, and anybody who still wants to join this, AJ post the link in the Facebook group, so that if you want to, you know, have a container, and that's just so helpful to me.

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Yeah, yeah,

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I love that. And we'll talk about different kinds of co working opportunities to or ways to look at it with clients as well. And a little bit, there's a thing, I wanted to say, Oh, this thing about, I love what you're sharing about the decisiveness and the kind of making a decision or, you know, like, this is the decision I've made, that's just great. inner knowing for you, Barbara. And that's a place that you, I think you could play around with a little bit of, even if you don't know if it's the right choice, I made this choice, and I'm sticking with it, right. And if it has to change at some point, great. But I just wonder if you played with that, how that would impact things. And, and that's my other and I know, it doesn't work for everyone. But you with love adaptation, that's my another plug for blueprinting in whatever ways it works for everyone is like an opportunity to kind of make some decisions with flexibility, or at least have that Guiding Light of decisions to go with good and jolly.

53:02

This might be completely off from what everyone else has shared. But one thing that's come up for me is I remember, I was really lucky, the high school I went to didn't do grade so much they did comments, the comment that I that would come up a lot. No, I was just home. So I came across this, you know, bucket load of comments from my high school. And it said, you know, don't like produces really good work, but she needs to be more mindful of how she manages her time. And, you know, this is from obviously, whatever, you know, 40 plus years ago, but I just kind of was like, but you never taught me how to manage my time. Like it's one thing to

make the comment, and it's something else to show someone how. And so there's just that flicker of kind of like, well, it's all fine and well to make the comment, but why? Why didn't you ever say to me, like sit down and and say, hey, you know, I think you were rushing? Talk me through the process. I mean, I guess teachers don't know, maybe don't have the time for that. But I just there was a piece of me that was just kind of like, well, wait a minute, you didn't teach me how to how to do that. Whereas now I think, you know, I appreciate that I'm not maybe as timely as I would like, but I've come so far from where I was.

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Yeah, yeah. So a couple things that I want to pull out from here that are important. So first of all, I mean, actually so much learning and sacred depths and what coaches helped us with in general are things we should have learned. Like they're just things to learn for living and being a human being right. So 110% on that right and, and to learn, you know, to learn how to do that. The other thing that I want to kind of toss to you and to everyone, I already kind of set it in a little bit of a different way before. There are many different ways to manage time. And there are many different ways to be, you know, accountable to what we want. And sometimes we only see the one way, the patriarchal way or the capitalist way, or the the whatever way. And that comment of, well, Charlie really needs to manage her time that or maybe that was absolutely true, because you were suffering in terms of how you were managing your time. But maybe the way that you are managing your time totally worked for you, it just didn't look like what everybody out there thought it should look like. There's, you know, again, as another example, there's nothing wrong with last minute Ness, like we've come to decide culturally that if I do something last minute, that means that I've done it the wrong way. But it completely depends on the context and the feeling. So I think it's so important for us to also be mindful of what is our way? What is our flow? And what are our strengths? And what are our strengths? And how does that play into how it looks and how it flows to?

56:28

Yeah, thank you, it helps to, I think it helps to understand your own flow your own way of working, and also to then, you know, for example, working with my coaching buddies has been incredible, because I don't know, without even saying anything, they keep me accountable, but partly because I'm also recognizing, I want to be

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back to what Annalise was saying, right? That internal feeling. Yeah, I mean, you've all heard me say this before. And I didn't make this up. I heard this many, many years ago. But you know, it's, I believe it's so true. Like, as a practitioner, I can tell you where the river is, or help you identify what the river is, you know, we can, I can help you figure out the directions, I can hold your hand as you get there. I can even hold your hand as you cross the river, but what I cannot do is put you on my shoulders, and carry you across the river, right. And that's that internal desire, that internal desire that it needs to be there. Speaking of time management, we're very behind so I'm gonna move I but it was important for us to first really be with all of what we've looked at and the energetics and the things we're also just becomes like accountability tools without meaning and in ways that we don't know how to adapt for our clients. So it was definitely time well spent. But I want to get on to the outer tools. So true to form, I divided the tools into two buckets, pre emptive, accountability, tools and structures. And then accountability tools and structures if there's been non action or non accountability. So pre emptive is what are we baking in as a client is strategizing is initially committing to taking action steps is initially committing to a vision, or a project, what do we what do we bake in that supports accountability, from the get go? Well, we've already in sacred depths covered so much of this, but as a review, I'll kind of gonna pull some different things together through the lens of accountability. So number one is we've been talking about a lot so far, supporting a client, in their desire to get the thing done in their desire to move forward, and their desire to create their vision. Right. So questions like and we've looked at all of this before, but questions like why is this important to you? What makes you happiest or most fulfilled? Or insert whatever, you know, adjective that's right for that client in that moment. When you think about accomplishing this. Why is this a priority for you? What amazing thing will happen for you externally or internally as you take action on this and accomplish this? Right so that that does desire peace, that that, that deep wanting, it's important to be there. For some folks, and this is not necessarily a

negative thing for some folks, wanting to move away from pain is also a great motivator of accountability not wanting to be where they are now. Can can really help, too. So why are you done with not taking action on this? What are you? What do you know? Taking action on this? Like? What about that will help with what's going on right now. Another thing that we've already looked at in sacred depth that can really motivate accountability is celebrating. Right? So reminding, because creating awareness for a client, co creating awareness and honoring, and asking questions on what are your strengths? What are the resources that you already have, that you're bringing into this? Why do you know that you're going to be able to do this? What makes you uniquely qualified to move forward on this? Why is this a great time for you to do that? Right? Because that can be a resource to like, why is now the right time, right? So we're really building on the strengths and the resources because in our minds, we always go to the the weaknesses, and why we can.

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And part of that, and this is so important, is supporting our client to believe that they can, supporting our client to believe that this vision or this new habit, or whatever it is, is doable for them. Right. When if we don't believe that something is really doable for us, we're less likely to take action on it. So of course, there's like the befriend your fear and the negative thought patterns and all the things. But there's also the I believe in you, I know that you can do this. Or tell me why you know that you can do that this part of the believing that you can or believing that it's doable for a particular client might come from asking a question like, What will make this easier for you? What help do you need in order to get this done?

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Another tool that we've already looked at, that can really help motivate accountability and Barbara was speaking to this is clarity on the task at hand and the process, clarity on the task at hand in the process, vague Ignis vague, I mean, again, different types of who's in different moments, sometimes vagueness is what's needed to move forward. And then other times, it's, you know, what is the action? If you want to start a meditation practice, how will you start it this week? What environment wants to be put in place so that you can do you need to have a conversation with somebody that's living in your home in order to write like, how many minutes do you want to start off that with right so clarity on the task at hand on the environment, on the process? Remember, for strategizing and motivating accountability, less is always better. And simple is always better. So how can the plan be simplified? How can the plan have as few things as possible?

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Here's another thing that motivates accountability and this is different than do it for me, or I need you to do it. Knowing that someone ie your coach or practitioner also cares very much about you and is invested in your success, not because it means anything about them or neat, they need it for them. Because but because they want it for you. Knowing that someone else really cares, and is invested with you not invested for their needs, but for your ears. So I often will say to clients, will you keep me posted on how this goes, I really want to hear or I'm so excited for you to do this, you tell me, it would be okay for you to let me know, when that happens. Or, you know, if you happen to get off track, I really want to hear from you. So I can help you get right back on track. So let me know. Sometimes I'll ask the client if I can proactively check in with them if that feels right for them sometimes that can feel oppressive and terroristic, right. So it's, it's like if that feels right for them just to see how things aren't going right again, not because I'm holding you accountable. And because I'm sending this email, then you're gonna do it. But my checking in is like a reminder. But it's also like, I really care like I'm holding this with you. I'm in this with you. I spoke to this a few minutes ago about have it pulled out in my notes. So I'll pull it out here for you to the environment, like what is setting an aligned environment. So important, whether that's the physical space that time do you have the time set aside, we looked at a lot of this and strategizing to getting support from loved ones. So you know, preemptively asking questions like How much time will you need to do this? And what possibly needs to shift in your schedule or in your daily routine? Asking a question like who is who in your family needs to be on board with this so that this can happen? Or who on your team or right?

Whatever the context is? What needs to be taken care of so that you feel like you can do this? When does dinner need to be made before you can take your evening run or whatever it is?

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Some other pre-emptive pieces that can really help. I asked one of the questions in my welcome questionnaire is how. And even I don't like this language now that I'm seeing it. I'm gonna change the language on it. But how would you like for me to hold you accountable? That's back to the me holding you. But asking a question in the welcome questionnaire around like what would ideal accountability look like for you? How can we together help hold accountability for you?

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I'll also sometimes ask that at that end of towards the end of a session when we've strategized pieces, if I sense a client might need support with accountability. So like on this action, how would you like for me to hold this with you? Is there anything you'd like for me to do? Is there anything you'd like to do to help create accountability? The pre-call forms can also be really helpful with all of this too. And like I was sharing with Carmen earlier, bake it in you sometimes even in the sales call process, I will share with a prospect like what my role is and how what how we're going to do this together versus me dictating or holding the client responsible. Alright, let's pause there. We still have to look at things you can do. AF you know, post with when there hasn't been accountability, but what questions do you have on these pre-emptive tools? What's coming together for you? What's feeling important who wants to share?

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Honestly, that is really what's gonna go on in my mind like, wow, like, when have I had this kind of support in my life,

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and how opposite it was what I experienced from my parents and teachers and the church. And it was to the environment that I was in, it was normal, to have everything be very stressful, very punitive, have unrealistic expectations without support. And I've noticed that and think of it as accountability. But I've noticed, sometimes I get, I want to intervene in other people's parenting when I see them giving their child a task that their child doesn't know how to do. And then when to come back and punish them with even if it's just with anger and scolding, for not doing it. I'm like, and I'm going, can I help your kid? You know, can I step in? I don't know you, but like, obviously, this child needs someone to do it with them. And it's just interesting, how pervasive in our culture, like that's just acceptable. It's not I'm sure there are little sub-climates and cultures around people who do things differently, but it seems like the norm and maybe that's patriarchy.

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Yeah, I'm so glad you're sharing this. Absolutely. Which is it. I mean, it goes to the heart of what we're talking about, it goes to the heart of what coaching is, which is support, right, like ideal support. And it goes to the heart of, you know, what I've shared explicitly here before, but I hope that all of you have been seeing as we move forward, this type of coaching that I've been sharing with all of you and sacred depths, to me, and I just feel so passionately about this. It's about two things. It's about the vision, and the moving forward on the specific tasks and all of that. But the other thing, and everything that we're learning is that the container gets to shift old patterns around this and to support clients to new learn new ways and build their own muscles, whether it's around accountability, or how they get to have support or how they show up and you know, like all the different things. So yes, 100%. Mike Glenn.

1:12:43

And so appreciate this conversation. I feel like I'm being coached by just so well, today. One of the things that I've said for years, to clients and about client work is to make yourself right. Because there's so much that we have in

shadow, and so many ways that I default to making myself wrong. And this is one of those areas that I haven't quite pulled out of the dark pot and put into the light. You know, I haven't brought it out yet, because it's been operating in this limbo space that just accountability and feeling badly about what I'm not able to do independently, like what is just so like punishment for me to do some things independently. And just that action of questioning what was I taught and making that okay to talk about it, I'm making myself right again. And I just, I just love the power of this. And you can apply it to any lesson. But this one today is, this is a really good one for me something you.

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You're so welcome. I'm so glad I'm sitting home. Can you see it in your face? Got it. All right. So let's talk a little bit about once you've done all their stuff, some of the things that we spoke about preemptively. And then a client comes back next session, and they haven't taken action. And by the way, sometimes a client can come back next session, and they haven't taken action, and they're totally empowered in it, or it was totally the right thing to not take the action right or something came up in their lives or whatever it is. So we're, this isn't also about like you said, we were going to do this and then it's right forever, right? We're always listening and holding space and seeing what is aligned. But so what I'm talking about now is a client comes back and they didn't take that action, but they really wanted to, they really want to but they just weren't accountable to it. So number one, all the tools we've looked at the last few months You can work with the fear you can work with the thought pattern you can work with, maybe perfection is showing up, maybe there's a wheel of self sabotage, in their resistance archetype, right? So so you've got all of those tools. Number one. Another inner tool to add to all of that, as I said earlier, is a conversation, a deeper conversation about accountability. And maybe there's a resistance archetype in there to accountability because of how accountability was held for that client when they were younger. Right, so looking deeper into what accountability means for them, and what's been wired for them around it, to react to it, versus responding, etc. Sometimes, you know, as I just mentioned a few minutes ago, you do want to ask, you know, is x still aligned for you? Meaning maybe it felt so clear on that last session, or three sessions ago, or whatever, to do a certain action, but a circumstance has changed, or new wisdom has come in, or they've had more time to sit with it? And it's actually like, no, that's not still aligned.

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Sometimes a simple question like, Would you like to adjust the task? Or would you like to adjust the action step? Sometimes that can make all the difference? And it's like, oh, wait, yeah, I actually want to do that in the library. And not in the whatever, or I actually know it, I just want to do the first part of that, but not the second part of that. Or, Oh, you want to do that I actually want my partner to be there. When I have that conversation with my kid or right, whatever it is, do you want to adjust the task?

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Sometimes asking, What do you need from me? What would be helpful? What can I do? So long as it's within the realm, sometimes a client will be like, can you just do for me? Or can I email you every day and send you all of the right you know, like, all the things and you have to know what your boundary is and what the scope of your agreement is there.

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Sometimes, if a client I see a client needs, good desires, more accountability, and more support from me, I will suggest a tighter container between the two of us for a week, this is not something that I would do on going because it would not be right for me. And it doesn't support a client law ongoing long term, it doesn't support a client to build their own accountability muscles, but for a week, or two weeks, have a tighter container. Where, you know, for example, I've done with some clients, like, check, you know, shoot me an email in the morning, let me know what you want to get done today and why you're excited to and then shoot me an email in the afternoon and let me know that you did it. Now I'm not dictating to them. This is what you must do, I might make some suggestions. But again, like power with and accountability with, we're together deciding what this tighter

container is going to look like, for this shorter period of time. But sometimes especially like to start a new habit or to get going on something that's a little bit scary. Even if you've worked with the fear, right? The fear is still there, having a tighter container and again, they're not answering to me, I'm holding the container that they desire for them around it. Some every now and again, a tighter container might look like let's connect in in three days and hop on the phone for five minutes and see how you're doing and how it's going. I'll do that sometimes with clients too. Not ongoing forever long term but as needed.

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Similar to how would you like to adjust the task sometimes breaking the action step down to a smaller step first. So instead of writing the home page for the website, make an outline of the four different values that you want to make sure you share on that homepage, right. So sometimes a client might just need like, what is the very next tiniest step?

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an accountability partner can oftentimes be a great thing. So sometimes I'll suggest to a client and sometimes I've even paired up to separate private clients who are looking for accountability, who I know will mesh together, you know, but is there someone in your life that can be an accountability buddy with you that you check in with regularly on this, and I usually, and I'll share with all of you, I haven't done this before. But I'll make a note I have a set of instructions for accountability buddies that I usually like to give out as a guideline to think about. And I'll share that with you, you can share that with clients. What else doing it together. So this is a little bit like a co working session. But every now and again, I know this doesn't happen a lot. But every now and again, like let's say I have a client who really wants to get a newsletter started. And it's just they haven't been able to do it on their own. We might take a session one of our sessions together and make it a get it done session where they're actively writing and I'm holding the space and then, you know, they come back and they ask questions, or they want me to read it or whatever it is, but for that 45 minutes they're getting it done. We don't want to use this all our sessions this way. But so again, sometimes like to kick start a new thing that can be really, really helpful. Oftentimes, I'm not doing it now. But many times in the past for private clients and for some group programs. And for those of you that have been in curriculum lab, you know, I do this there, I'll have dedicated get it done sessions. So where everybody in a program comes together similar to what you're all doing with your co working, I would hold the space or team member would hold the space and it's just 90 minutes of getting things done coming back and sharing etc. Sometimes the best thing to do for some folks in a particular moment, is to give them permission to take a break from the commitment and to ask them not to do the thing that we and get a breather from from at all. And then come back to it

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thoughts, ideas, questions, other ideas around accountability structures? What's feeling important? Ha

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yeah, so exactly as fiercely as I resist and have like, Major yarks around this whole concept of self accountability and holding you accountable and have a lot of stuff about it. But it exists is exactly why I okay. At least 60% of what I am here to offer my clients. So most of the time, the people who I work with, like people who I attract, don't do their homework. So I don't blame them for not doing their homework and I invite them a lot of times to to some, some of a lot of our sessions are going to be get it done sessions. And I guess what I am bringing to this as a question and observation is the whole structuring of, of, of my offer or program and how that I can I don't know just really integrate that holding space. Mm hmm. I love jazz as part of like, why why I'm here and why, yes,

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I love, I love these awarenesses. Even if they're not new that they're coming, you know, and this where you're going with this, I was already thinking like, in the middle of when you were talking like, yes, bake this in, not just to the program structure, but to the messaging. So talk about program structure first, you know, if you know that

your clients have a tendency to need more of that, and they don't do the homework. And they really like they appreciate that getting it done together. Create, and it doesn't have to be your only offering, right, but you can have that as one of the things like it might be that all of your sessions are part of your sessions. And we can fiddle with knobs, you know, I'll let you think about this. And then you can share it on the Facebook group. But it might be that all of your, if your sessions are regular 45 minutes, maybe all of your sessions are 90 minutes, maybe there's fewer of them, or you raise your rates or whatever it is. But it's understood that you're using those 90 minutes or 75 minutes, or whatever it is, for coaching and for getting it done time. Right now, this is where the messaging comes in. You want to be explicit about that in your messaging, and own it, own it, own it, own it and speak to those folks, you want to say, not everyone, but many of the people that I work with, they want XYZ, whatever the results, like they want them so deeply. And they are also then what works best for them is support in the actual getting it done. And this is one of my sweet spots. When I work with clients, not only do I help you get clear on what you want, not only do I help you on the fears, and the opposite, you know, whatever it is I'm making up words, but I also cater to your specific needs and support you in real time to help you get it done. And I provide that container for you. How's all of that landing? Great.

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That sounded so lovely.

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To go back to if you need it, and I'm happy to look at any wording or any numbers or like how it's gonna look? Yeah.

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Yeah. Thank you.

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Question. Thank you, Barbara. I was curious if

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I could share a resource about accountability, a book that I've read. The book is called The Four tendencies and inspire Gretchen Rubin. And it talks about inner and outer accountability, and basically four types of people that in which things they align with just naturally, they're the ones who the largest group are the people who are accountable externally, but less accountable internally. So I think that probably will be the majority of clients. You know, discuss that statistically, the largest group of people according to her, you know? Yeah. Nation, can you pick up in the app? Sure. Yeah. It sounds great. And really helpful to me. Thank you

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for. Okay, good. So if you're working with a coaching partner in the group, my invitation for your partner session is I mean, have regular coaching like you would, but when it comes to the strategizing, add some of these pieces in that we've been talking about and work with your client to design account and accountability plan around, getting the actions done, if you're working with clients bring even more awareness to that piece as well. All right, we're at time, I hope that you all now think accountability is a little more sexy. Or maybe you use another word for it if you don't like that word support, inner and outer support. if any questions come up, or new insights or ideas, let us know. And we are I think we're off next. Oh no. Yes, we are. We're off next week. I'm out for the Jewish holiday. But I will see all of you You on the fourth of October I'll be thinking about you and I'll be around on the Facebook group have a great rest of your day