

RESPONSIBILITY

Responsibility vs. blame – the key to change

Responsibility is a core principle in coaching. Taking responsibility means actively responding to a situation – regardless of who caused it. It's not about taking the blame but about recognizing your sphere of influence. This mindset helps clients leave the passive victim role and take control of their reality. A sense of self-efficacy emerges – empowering real change and strengthening self-confidence.

When responsibility is healthy – and when it's not

Responsibility isn't always the best option. Example 1: Leaders show weak management skills. While hoping for change is natural, changing your own behavior is often more effective. Example 2: Employees frequently take over tasks that fall under their manager's role. In this case, stepping back is wiser. Taking on responsibility without the necessary authority or recognition often leads to overload – or even burnout. Responsibility only benefits when matched with the right context.