

ACCOUNTABILITY WORKS.

Module 1: Commitment Part 2: Examining the Barrier

The Barrier:

Examining the barrier is where we left off.

Examining fear is what we are asking people to do when we hold them accountable

How are you going to hold that context so you can have that conversation around fear?

You have to do the work yourself so you know what it looks like? What's my fear? What am I up against? It's hard to do it for yourself or see it for yourself sometimes you can and sometimes you can't.

Reasons:

The reasons you come up with are historical

- A lot of stuff that you're up against is old.
- Old stories that you have been telling yourself.
- You can think of them as scripts (7 Habits) you often don't recall the source of the scripts but nonetheless they can become ingrained and you use them over and over again to hold you back.

Decisions:

The decision is just the decision whether or not to go through the barrier to B or to avoid it and go to C. What we talk about here on the call is the decision that kept you from what you want so the choice to go to C instead.

- If they've kept they're agreements: you acknowledge; they're psyched they're not looking for you to say anything
- If they haven't you are doing the coaching around the barrier – on a first level you want them to acknowledge their reasons, acknowledge their decisions, and if possible acknowledge the fear.

Fear:

- False Evidence Appearing Real is the definition of fear that we are using
- It doesn't have to be a huge fear like fear of failure or fear of being seen it can simply be a belief that appears to be real but isn't so an incorrect thought or script that is holding you back.
 - Example: If I post on social media people will judge me.

Where does the evidence come from?

- Past experiences or thought patterns that we have picked up
- By the time you are 4 you shift from being open and clear and powerful to starting to experience fear. The power of a 4 year old is so immense, spirit, love; but they are children they can't take care of themselves. Its amazing that we have to go through this process to grow and then go back to these decisions (as adults) that we made when we were growing up. They're not rational decisions. When you

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start to confront these fears, you question why you made those decisions. ie, those experiences that have become hardened & part of our unconscious mind

- The things that pained us, that we didn't process through, they becomes a part of who we think we are.
- They form the barriers that we go up against, and we don't know what they are until we confront them.
 - It's really fun when you get to go back and make a new decision; you get to change your energy and let those things go, you feel a million pounds lighter
- Even if you have an ideal childhood, you cannot prevent this process from happening.
- **We make our Commitments from the conscious mind, and our barriers are in our unconscious mind.**

The Simple Onion Model

Who you are – at the core

- toddler, baby, innocent, amazing

What you do– middle ring

- Then you start to get feedback from this world. You start to associate who you are with what you do. You dissociate with who you are. I am good if I do this. I am bad if I do this. I am a mother, a daughter, a lawyer, a doctor. You become what you do.

Who you think you are – outer ring

- Who you think you are - is different from who you actually are. Who you are is that essence, its not what you do.
- There times, especially when confronting an old fear and pushing through it for the first time when we punch through those layers and experience who we really are.

A to B and A' to B'

A – what you have or where you currently are correlates to A' – who you think you are

B- what you want correlates to B' – what you think you deserve

- The closer you get to B the stronger your resistance becomes.
- This is why change is so difficult. You have to not only change the behavior you also have to change “who you think you are”.
- The person that starts at A is different from the person that ends up at B. It's not as obvious in our day to day but in the long term change is happening (Slight Edge does a good job explaining this).

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The Principle of Commitment

- We only make commitments that we know we can keep.
- Inherent in the commitment is the challenge to keeping that commitment. Some commitments will be very challenging others will be less so. Likewise the exact same commitment made at different times can be easier and far more difficult. The size of the challenge is not the focus, just that there is one.
- We only know whether or not we were committed by the result.
- If we did not keep our commitment it is because we hit the barrier and decided not to go through it.
- The information for our transformation is in the barrier.
 - The barrier is a wonderful thing, it is one of our greatest tools for growth.