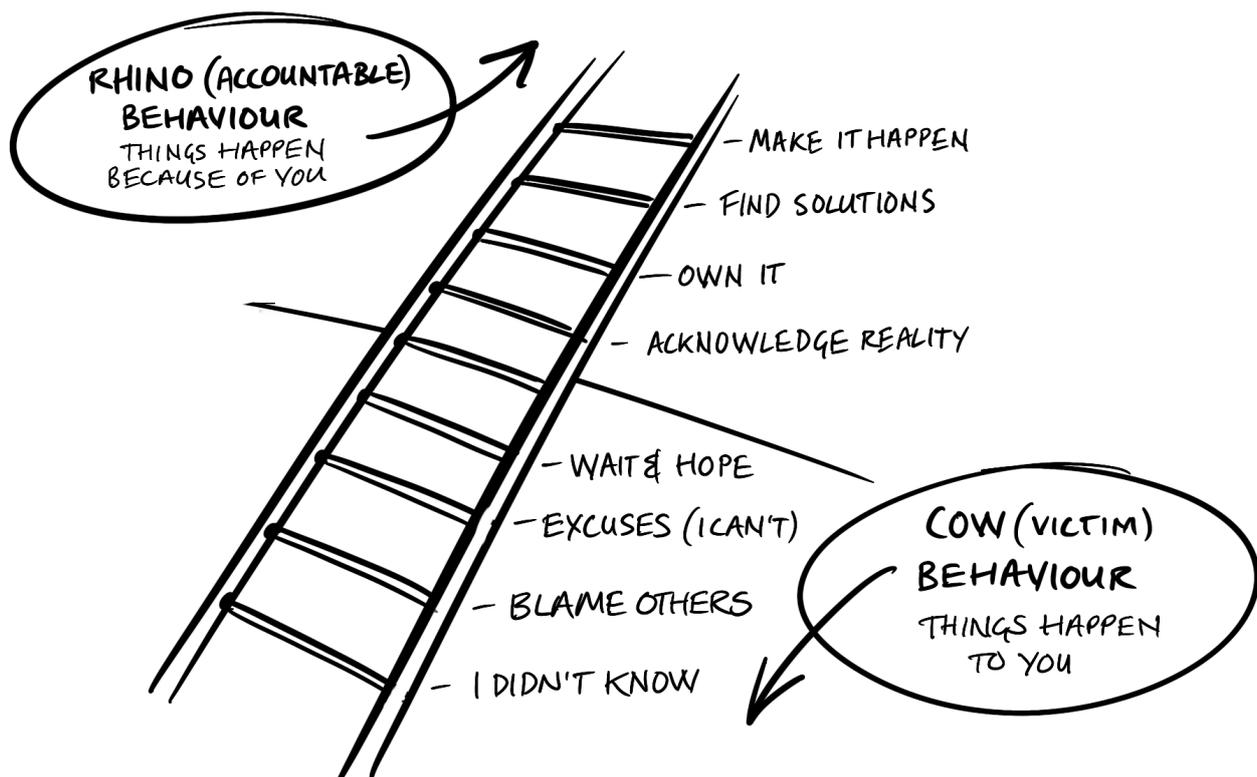


MY OWNERSHIP

Introduction and Model:

The Ownership Ladder helps us to understand the reasons behind why we may not be achieving the results we would like, in any aspect of our lives. This ladder describes the eight levels of ownership that allow us to really look at the choices we make and how we handle different situations, which will ultimately make achieving our vision much easier.



The top four rungs describe accountable behaviours (things that happen because of you), while the bottom four describe victim behaviours (things that happen to you). The more time you can spend towards the top of the ladder, the more opportunities you can open up for yourself.

Additional Information:

Rung	Definition	Example: I've missed a homework deadline
I didn't know (Cow)	Passive, no one told me!	I didn't know it had to be in by THIS Friday...
Blame others (Cow)	It's (mum, dad, sibling, teacher, friend)'s fault!	No one told me it had to be in by THIS Friday. Why didn't the teacher remind me on Thursday in the lesson?
Excuses (Cow)	I can't do it because...it's too late, I don't know how, I haven't got XXX...	I think I must have been in the bathroom when the teacher said it had to be in by THIS Friday. I don't even know how to do it.
Wait and Hope (Cow)	If I just do nothing it'll be alright, it'll go away, someone else might do it.	Well, I've missed the deadline now, I might as well just leave it and see if I get a detention or not....no point doing it now.
Acknowledge Reality (Rhino)	Ok. This is the reality of the situation. I now have a choice to act or do nothing...	Ok, so I have missed the deadline. I have a choice now...
Own it	...and I choose to act. I can do something about this situation.	...And I choose to act. What could I do?
Find Solutions	What are the possible solutions? What else could I try? Who else could help me?	I could go and see the teacher and ask for an extension and get it done over the weekend and hand it in first thing on Monday. I could talk to my friend who understands the topic better than me and get a bit of coaching....
Make it Happen	I have taken action. I have made it happen. I have got the right people involved to support me and I have got a positive result.	I've done the homework and handed it in, even though it is late. I have apologised to the teacher. What can I do to stop this happening again?

A Final Thought....

There will be times when you feel you have no control over a situation and are blaming others or making excuses and waiting and hoping for things to change. This isn't 'wrong' behaviour, it will however feel 'off' to you.

We often find ourselves in these situations and are complaining that we feel stuck, we can't see a way out, we have no control. Notice these thoughts and feelings and you will quickly realise where you are on the ladder. Once you notice things, it is easier to acknowledge where you are and then talk to someone who can help you to take ownership and find solutions. You will immediately start to think and feel differently: more in control, more able to get things done and more confident to make things happen.