ACCOUNTABILITY ISN'T PUNISHMENT: A SELF-CHECK-IN GUIDE

"You were wrong is not an invitation to punish. It's a starting point for growth."

A SELF-REFLECTION GUIDE ON ACCOUNTABILITY, EGO & CONFLICT RESOLUTION

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SELF-ASSESSMENT

“Let’s Be Honest…”

Check the boxes that apply to you in a recent conflict:

- [ ] I was more focused on being right than understanding.
- [ ] I brought up unrelated past issues to defend myself.
- [ ] I didn’t listen without interrupting or deflecting.
- [ ] I expected an apology before reflecting on my own actions.
- [ ] I reacted based on feelings, not facts.

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THE REFLECTION FORMULA

“What Really Happened?”

Use these prompts to process a past disagreement:

1. What happened?
2. What triggered it?
3. How did I react?
4. Was my reaction helpful or harmful?
5. What role did my ego play?
6. What do I need to own?

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PLANNING THE REPAIR

“Now What?”

Plan your response instead of reacting:

- What would an honest, ego-free apology sound like?
- How can I express my side without blame or shame?
- If they’re not ready to talk, how will I continue healing?

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KNOW THE DIFFERENCE

Accountability vs. Punishment

Accountability	Punishment
“I messed up and I want to fix it.”	Now I must suffer for what I did.”
Opens the door to repair	Keeps the cycle going
Builds trust	Creates fear
Requires self-awareness	Fuels ego and avoidance

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CHECK YOUR CIRCLE

“Who’s Keeping It Real With You?”

List 1-2 people you trust to give you honest feedback.

- Name:
- Why I trust them:
- When I’ll reach out:

Reminder: Enablers aren’t supporters. Seek people who challenge you to grow, not hide.

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FINAL PROMPT

“Next Time…”

Fill in the blanks for your future self:

When I feel triggered, I will _____

Before responding, I’ll ask myself _____

If I mess up again, I’ll _____

I am not afraid of accountability because _____

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