Responsibility Pies

Suitable for:

* Help someone not take too much responsibility for something that has happened
* Help someone take more responsibility for their actions or contributions to a situation
* Help constructive review what we can improve even if our part of a difficulty or process is small
* Giving structure to the review of a situation

Why is it useful?

* In order to properly process something, we have to talk about one part at a time. The problem is that while talking about one part, all the attention is on that part. This makes it seem bigger than it is. The person whose part/responsibility it is will then either take too much blame/responsibility, or will understandably object to it. When using a visual reference point that keeps everything in perspective, it is possible to talk about responsibility without losing sight of how big of deal it is in the overall picture.

How?

* The following directions can be used for an individual processing the event, or several people doing it together. If some of the people present contributed to the event being processed, then those people should assign and discuss their own part.
* Create a list of all the people with an involvement or responsibility in the event.
* Add to that list any other contributors (not enough money, having the flu, born with attention difficulties, hot day, etc.).
* Draw a big circle using a pencil – or draw it on a dry-erase board
* Decide what is the thing on the list with the biggest contribution. Draw a pie piece in the pie for it. The bigger part of the responsibility, the bigger you should make the pie piece. You can change the size later if you are not sure.
* Repeat with the next biggest thing/person responsible. Continue this until you have added everything in the list. Adjust the size of the other pie slices if you need to.
* Below is an example

Worksheet for Making Your Own Responsibility Pies

* Choose a recent difficult situation. For many, a good one to choose is why you they are on this inpatient Acute Unit.

The situation I using the responsibility pie for is: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Follow the direction on the last page.

People and things involved or contributing to the situation:

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* Choose another situation to process using a responsibility pie.

The situation I using the responsibility pie for is: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Follow the direction on the last page.

People and things involved or contributing to the situation:

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