

## Busting the Myths – Control

You cannot control much of what happens externally. You can influence it, but you can't control it. If you are encouraging yourself or others to 'control' external factors in your workplace, you are probably placing a completely delusional objective upon them. You can, however, give yourself the possibility of an internal reaction that will lead to success: the Resilient Way. This starts by proactively holding an intention, which then enables a clearer choice in any moment, to react to support that intention, no matter what.



### Proact to React intentionally



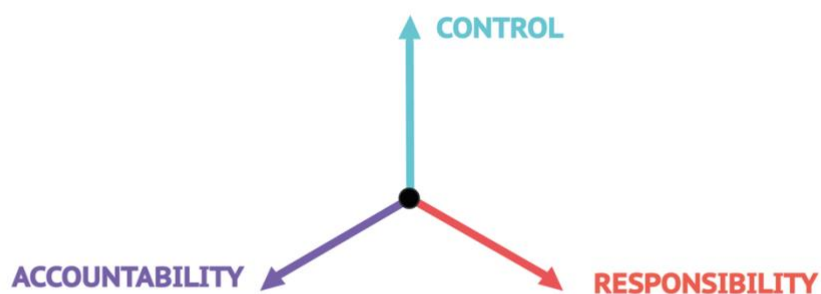
- Being 'in control' can mean keeping a lid on your emotions. In a nutshell, this forced containment of your emotions leads to blind spots, resentment and ill health.

The Resilient Way is to honour the emotion that you feel, whilst not being hijacked by it. Instead you choose to react according to the intention that you hold.

The Resilient Way accounts for two other significant factors at play in any situation: responsibility and accountability.



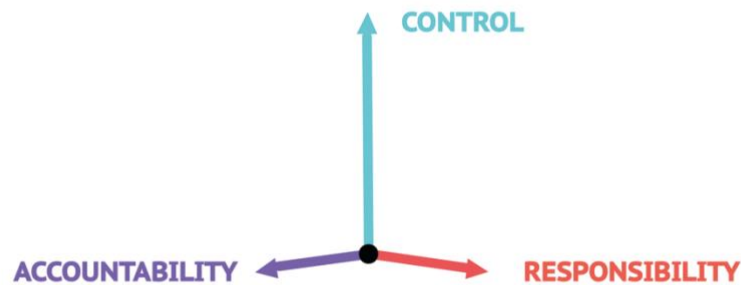
When everything is balanced



## Review

What is the relationship between these three drivers: control, responsibility and accountability? Is it like this?

1) When control much greater than account



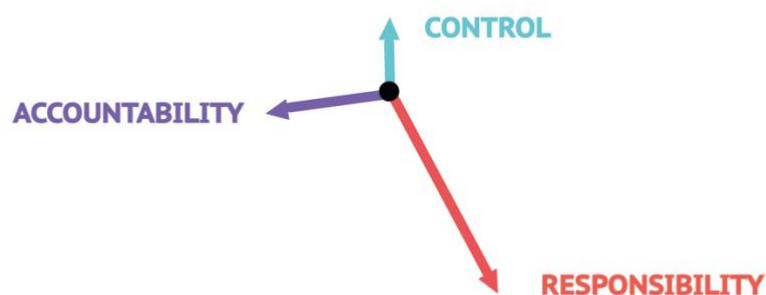
All control, little responsibility, little accountability?

When the control you seek is out of kilter with the control needs, or the risks, of the activity itself. Indeed, you're really all about having control for control's sake, independent of the outcome.




Or is it like this?

2) Where responsibility line is longest, there is a small level of control but little accountability

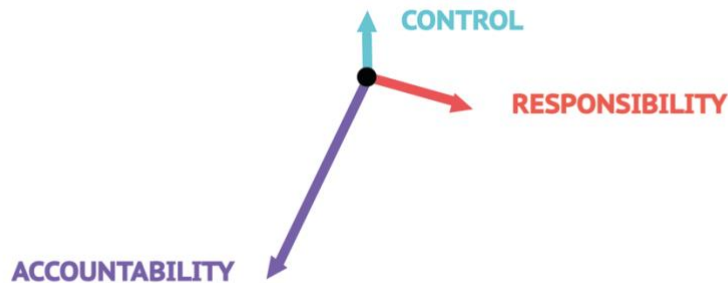


You feel the responsibility acutely, but you don't have sufficient control, and you certainly don't have accountability!

You may really care about others. You may want to make it better for them. You have an undue sense of responsibility as a result, but you cannot in fact control whether things can improve, nor have any real accountability to act on how to improve their situation.

 Or is it like this?

3) Where accountability is very high, and the others are very low in comparison



You feel all the accountability but have little of the responsibility and you can't get any control either!

### Identifying and owning what you can in fact influence

Take some time to consider how you spend your time. It will include doing, thinking, analysing. And it will include moaning and resenting!

 **Write down**

In two columns capture things that are in your influence, and those things that you can't influence.

Consider how much time you spend on each side. You may choose to do this precisely using hours, or more generally using days. You may choose indeed to apply percentages. Whichever you choose, do this honestly!

It will look something like this.

	Can Influence (Circle of Influence)	Can't Influence (Circle of Concern)
Doing		
	Time Total:	Time Total:
Thinking/ Analysing		
	Time Total:	Time Total:
Moaning/ Resenting		
	Time Total:	Time Total:



### **Review**

How much time do you spend in areas that you can influence?  
How much time do you spend in areas that you cannot influence?  
What insights do you get when looking at the ratio between these?



### **Change**

What would you like to drop that is draining your energies?  
What would you like to do more of?



### **Commit**

What will you really commit to? This could be just one or two things.  
Remember to focus on things that matter to you, and that you can influence.