



Take 100% Responsibility For Your Life

Taking 100% responsibility for your life is fundamental to creating a successful life. It is the core principle on which everything else is based. It is designed to get people out of blaming and complaining and into consciously creating the life they desire. This can only happen if they are willing to take 100% responsibility for their results. It is essential to master this piece because everything that follows is designed based on this principle.

We are responsible for what we experience in life. It introduces the idea that other people don't "make us" feel things and demonstrates that we have control over how we feel and how we react to others.

In order to achieve complete and full self-esteem we have to take full responsibility for our lives, for both our internal and external experiences. Often, we fall into the trap of blaming other people for how we feel and for what happens to us. Looking for the solutions to our problems outside of ourselves distracts us. It is much more effective, however, to look inside ourselves to see how we are creating what we are experiencing through our thoughts, images and behaviors. Taking the position that we are responsible for our responses to the world gives us more power.

A SUCCESS FORMULA FOR INSTITUTING CHANGE

$$E + R = O$$

E stands for all the "events" of our lives

R stands for our "response" to those events

O stands for the "outcomes" we experience

You are creating your experiences, your success, the quality of your relationships, and your health by your thoughts and beliefs (beliefs are no more than thoughts you have conditioned yourself to think over and over), the visual images you focus on (internally and externally), the resulting emotions they create, and your actions...and you have total control over all three of these.

Personal responsibility is the key attitude for personal empowerment. It is to your full advantage to assume full responsibility for the circumstances of your life as well as your reactions to these circumstances. Therefore, without self-judgment or self-blame, you can focus your attention on understanding yourself and your range of choices that may be possible in any given circumstance. With this awareness, you can make educated, intentional choices.

When your choices don't result in you getting things the way you thought you wanted them, you can look to understand what happened and what action you can take next, rather than looking for someone or some circumstance to blame.

$E + R = O$ is a simple formula that can help you understand how to create new desired outcomes. Every outcome you experience in life is a result of how you've responded to an earlier event or events in your life. If you don't like the outcomes you're currently getting, there are two basic choices you can make:

1. You can blame the event (E) for your lack of results (O). In other words, you can blame the economy, the weather, gender bias, your spouse, your boss, your co-workers and so on.

There are many factors that can contribute to the outcome but if they were the deciding factor, nobody would ever succeed. For every reason why something is not possible; there are hundreds of other people who have faced the same circumstances and succeeded.

2. You can instead simply change your responses (R) to the events (E) – the way things are – until you get the outcomes (O) you want. You can change your thinking, change your communication, change the pictures you hold in your head, and you can change your behavior. You can break out of your conditioned responses to circumstances, increase your awareness and change your actions. All this leads to a new outcome.

There are only 3 responses (R's) you have any control over:

- Your behavior (including what you say and how you say it)
- Your thoughts (self-talk) and beliefs (both conscious and unconscious)
- Your visual imagery (including your images of the future)

There are also "yellow alerts" which we walk around with, pretending we don't notice. When you look back at the poor decisions you've made, if you're being honest with yourself, there are *always* yellow alert warning signs which you chose to ignore.

What are the yellow alerts right now "in your shoes"? What are you pretending not to know? Usually, we ignore these warning signs because they require us to speak up and be uncomfortable, which is very normal but a mode that you will not see much results from. The following section discusses communication that is typically uncomfortable but which is proven to yield positive outcomes.

If I were to take only 5% more responsibility...

This exercise demonstrates the concept that we are responsible for what we experience in life. It introduces the idea that other people don't "make us" feel things and demonstrates that we have control over how we feel and how we react to others.

Rather than placing blame on your clients, manager or co-workers on how they are behaving, take a step back and ask yourself how you could have created that situation? Let's also be honest. Taking no action, *is action*. Please write that down. When you are sitting back quietly, in people pleasing mode for example and taking no action, you are still taking action. In other words, if you are not taking a stand for how your work relationships should evolve, including how you may want to manage one day in a leadership role, then why would you expect different more positive results from them? Your job is to set the stage, managing expectations so that your schedule and week runs like an easy breezy well-oiled machine, which often times means push back and being authentic about where you are and where you need them to be.

Please complete the following statements about how you can take more responsibility for the outcomes in your life. This exercise is brief but will deliver exponential results if you commit to taking just 5% more responsibility in your life. Just 5%! Concrete real-life examples are shown below which will support you in this.

If I were to take 5% more responsibility for having confident, clear and concise communication...

Examples:

- I would write down my intention before any conversation to create the outcome I desire.
- I would put myself in the other person's shoes.
- I would use words that strengthen my confidence versus dilute my message.
- I would ask for feedback from my colleagues and clients.

If I were to take 5% more responsibility for my time...

Examples:

- I would do five things a day to get me closer to my goal.
- I would spend an extra hour a day in action rather than scrolling through social media.
- I would share my goals with family and friends and ask for accountability.
- I would do the one thing that I have been procrastinating on.

If I were to take 5% more responsibility for the success of my relationships....

Examples:

- I would plan quality time with my kids and put it in my calendar.
- I would have a date night every week with my spouse.
- I would talk less and listen more.
- I would keep my agreements and only say yes when I mean it.

If I were to take 5% more responsibility for the level of my self-esteem...

Examples:

- I would ask for what I want.
- I would take more trainings and seminars to stay positive.
- I would create a list of my successes and review them often.
- I would surround myself with positive people.

If I were to take 5% more responsibility for my life and well-being....

Examples:

- I would exercise 30 minutes a day.
- I would only eat fast food one time per week.
- I would meditate more often.
- I would get more sleep.

If I were to take 5% more responsibility for living my passion....

Examples:

- I would ask for what I want.
- I would spend more time writing.
- I would laugh more.
- I would schedule more free time.

If I were to take 5% more responsibility for my time...

*I would*_____

*I would*_____

*I would*_____

If I were to take 5% more responsibility for my communication...

*I would*_____

*I would*_____

*I would*_____

If I were to take 5% more responsibility for my life and well-being. . .

*I would*_____

*I would*_____

*I would*_____

If I were to take 5% more responsibility for growing a thriving business. . .

*I would*_____

*I would*_____

*I would*_____

If I were to take 5% more responsibility for the attainment of my goals. . .

*I would*_____

*I would*_____

*I would*_____

If I take 5% more responsibility for the success of my relationships. . .

*I would*_____

*I would*_____

*I would*_____

If I take 5% more responsibility for my health. . .

*I would*_____

*I would*_____

*I would*_____

If I take 5% more responsibility for the level of my self-esteem. . .

*I would*_____

*I would*_____

*I would*_____

5 TOP STRATEGIES TO OWN YOUR AUTHORITY AND ADVANCE YOUR CAREER [LEADERSHIP AUDIO COURSE]



Leadership Audio Program

Introduction
▶ 6:51 / 6:51 ————— 🔊 ⋮
Part 1
▶ 0:05 / 10:55 ————— 🔊 ⋮
Part 2
▶ 0:10 / 3:22 ————— 🔊 ⋮
Part 3
▶ 0:00 / 6:26 ————— 🔊 ⋮
Part 4
▶ 0:00 / 4:38 ————— 🔊 ⋮
Part 5
▶ 0:00 / 5:45 ————— 🔊 ⋮

Your Host



Marisa Santoro
Former Wall Street executive, career coach,
author of "Own Your Authority"



MARISA SANTORO, a former Wall Street IT executive and the founder of the career learning platform In Our Shoes (www.InRShoes.com), is a keynote speaker, career coach, corporate leadership trainer, diversity and inclusion consultant, and author of [Own Your Authority](#) (McGraw Hill).

Her expertise in leadership and professional development, as well as effective business communication, has been brought in to support business leaders across clients in diverse industries such as Merck, American Express, UBS, Anheuser-Busch, Allianz Global Investors, Sony Music, S&P Global, Royal Bank of Canada (RBC), New York Council of Nonprofits, Women in Tech International (WITI), Aetna Healthcare, New York University (NYU), NYU Langone Medical Center, New York and New Jersey city governments and many more. She is a TEDx speaker, and honoree of the Woman of Influence award from New York Business Journal and BizWomen.com for her years of mentoring and coaching midcareer leaders, executives, healthcare professionals, and sales leaders to achieve higher levels of influence.

She also writes a [career column for American City Business Journals](#), covering their how-to career and business strategy sections, with articles published across 44 cities in the United States. Her [TED talk, "Speaking Without Apology,"](#) guides on how to detach from language that feeds into the "Sorry Syndrome" and make subtle tweaks in your speech to springboard you from diluting your value to spotlighting your assets immediately.

She guides professionals how to reclaim their confidence, tap into their instincts and embrace their inner dialogue using proven tactical tools, and strategies in proven step-by-step career leadership programs coaching on ways to authentically build trust as leaders and advance in

their careers.

She delivers seminars, workshops, webinars, coaching, microlearning "just in time" modules, and self-paced multimedia courses to fit your organization's training needs. Her work has been integrated to launch Women's Leadership Initiatives, Leadership Academies, Diversity and Inclusion Initiatives, New Hire Programs and used in learning and development programs across government agencies, nonprofits, and organizations in the financial services, health care, real estate, education, and wine sectors.

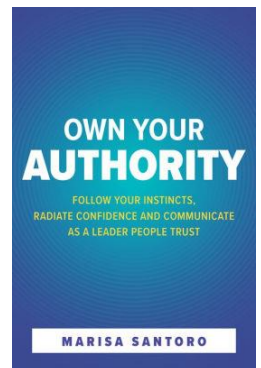
Prior to any coaching or training program, she delivers a pre-assessment clarity questionnaire to every participant in order to assess where they are struggling in their career, what the pain points are and where they would like to be in their career, in 3, 6, 12 months' time – their breakthrough career goals.

In the world of leadership development, there's no shortage of advice on what to do to drive career success—but very little is said about who to be and listening to your intuition. While leadership skills are important, self-trust is the foundation that great leadership is built upon—and developing it is a deeply personal process. In [Own Your Authority](#), career leadership expert Marisa Santoro provides the knowledge, tools, and insights you need to understand and embrace your authentic personality and trust your intuition.

"This is the heart of increasing confidence in any area," she writes, "taking on risk in small increments, stepping into new territory, facing fears, learning, failing, growing, and circling back to take on more risk that will stretch but not freeze you."

Great leaders communicate clearly, speak up when it matters most, and thrive on taking on measured risks. Through self-awareness, they embrace acts of discomfort every day—all in the name of learning, growing, and achieving higher levels of influence and leadership.

And it all comes with self-trust and confidence.



The CONFIDENCE FORMULA: 101 Ways to Confidently Communicate Your Value At Work. [REPORT]