

# MAP THE CONTRIBUTION (not the Blame)

## Key questions

*How did we each contribute to bringing about this situation?*

*What did we do or not do that created this mess?*

*What can we do differently as we go forward?*

**Blame is past oriented, Contribution is forward looking**

**Blame is individual, Contribution is joint and interactive**

# MAP THE CONTRIBUTION (not the Blame)

## “magic words”

### Take responsibility for your contribution

*I did a number of things that have contributed to this outcome*

*When I said...you might have heard...that was not my intention...I understand the impact on you was that...what else from what I did had a negative impact on you?*

### Help the other take responsibility for their contribution

*When you (observation)...the impact on me was...one thing that would help me is for you to...(specific action request)*

