Who Done It? An Exercise in Personal Responsibility

1. Call a meeting with your team to discuss productivity and personal responsibility or come up with your own subject definition.

2. Explain that you notice that sometimes things or tasks don't get done and seem to fall through the cracks so to say. Furthermore, people sometimes resort to blame, or fault rather than fully assume responsibility.

3. Print the story on the next page and hand it out. Ask someone to read it or read it yourself.

4. Have a discussion and use the questions below to spark an exchange. You may want to divide people into two or more groups to make sure everyone gets to participate if the group is large.

- Do we hear people referring to everybody, somebody, anybody and nobody?
- What happens when people use everybody, somebody, anybody and nobody?
- How does it impact our ability to get things done?
- How does it impact our ability to work together?
- What happens when people don't assume responsibility?
- How does it feel when someone blames others?
- How can we eliminate blaming and fault finding?

Add your own questions

5. List key points on a flip chart. Debrief the discussion and schedule another meeting to discuss solutions and create an action plan.

Who Done It?

Once upon a time there was a work unit with four members named Everybody, Somebody, Anybody, and Nobody. There was an important job to be done, and Everybody was sure that Somebody would do it. Anybody could have done it, but Nobody did it. Somebody got angry about that because it was Everybody's job. Everybody thought Anybody could do it, but Nobody realized that Everybody wouldn't do it. It ended up that Everybody blamed Somebody when Nobody did what Anybody could have done.