

Responsibility Load Sorter

For leaders carrying more than what is actually theirs to own

The Leadership Reality

Leaders often take responsibility for outcomes, emotions, and performance that aren't fully theirs. Over time, this creates pressure, exhaustion, and blurred ownership.

This tool helps you **separate responsibility from over-responsibility**.

The Reset Practice

1. Name What You're Carrying

Identify the situation or outcome.

- What am I feeling responsible for right now?

2. Sort Ownership

Clarify what is actually yours.

- What is fully mine to own? What belongs to someone else?
- What is shared?

3. Reclaim Your Role

Adjust your focus and actions.

- Where do I need to step back or reassign ownership?
- What is my actual role here?

One Insight to Carry Forward

You can be deeply committed without carrying everything.

Reflection

What are you holding that was never fully yours to carry?