

COMPASSIONATE INTEGRITY TRAINING (CIT)

A SECULAR ETHICS APPROACH TO CULTIVATING PERSONAL, SOCIAL AND ENVIRONMENTAL
FLOURISHING

Defining the Accountability Partner Role

You are being invited to support someone in their CIT journey as their Accountability Partner. In this role, you will be their go-to person for support, questions, and accountability for following through on their personal learning and developmental goals. As an Accountability Partner, you will need to exercise these three qualities:

- **Supportive** - Your role is to support the CIT participant along their journey of self-discovery. It isn't your job to give them advice or change them. Simply be there to listen to them, nonjudgmentally.
- **Available** - Spend at least twenty minutes to an hour per week with your CIT participant at mutually agreeable times to support them with the CIT activities.
- **Keeping Confidence** - Ensure that the CIT participant feels safe sharing their thoughts and experiences with you. Keep whatever they share confidential.

In addition to being a supportive person the CIT participant can rely on, as an Accountability Partner you will be asked to participate in two activities as described below.

1. Mindful Dialogues

In each CIT module the CIT participant will complete a Reflective Writing. After completing this writing, they will contact you to share some of these reflections with you so they can arrive at greater insights about the topic. In today's hectic world, filled with increasing distractions, we rarely take the time to engage in meaningful, uninterrupted conversations. The best conversations allow us to connect deeply with others around subjects that matter, helping us explore our thoughts, feelings, and emotions in a safe space while being present for another to do the same. Because these opportunities are so rare, yet so important, Mindful Dialogues can be a very important component of Compassionate Integrity Training. During these short sessions, you will be asked to follow the following four rules:

I **Be totally present for the other person.**

We rarely have someone's undivided attention during a conversation. It is a gift. This presence can manifest through maintaining eye contact and verbal and nonverbal gestures that let your CIT participant know that you are following what he or she is saying. Please turn off any electronic devices to prevent unexpected distractions and interruptions.

II **Try not to ask questions.**

Although we are not always conscious of it, questions have a tendency to drive a conversation in the direction the questioner wants it to go, rather than where the responder wants to take it. If you feel you must ask a question keep it open-ended, such as, "Is there anything more you would like to add?"

III **Try not to give advice.**

The purpose of these conversations is to allow your partner to vocalize important experiences or insights, and to have someone honor them by listening attentively and

without judgment. Often, instead of truly listening, we spend time thinking about what advice we would give. While this urge can be motivated by compassion, it can also interfere with our ability to actually be fully present to what the person is saying.

IV Keep everything your CIT participant says in total confidence.

Nothing creates safe space more effectively than trust. Knowing that each of you will keep everything you hear confidential will build that trust.

2. Accountability Partner Coaching Sessions

As an Accountability Partner, you will be like a coach for the CIT Participant. Coaching is a supportive partnership involving critical and creative thought designed to maximize personal potential. After completing each module, the CIT participant will complete a Coaching Template for that module. Because the coaching model is embedded in the template, nothing needs to be added to constitute coaching. In other words, the template does the coaching work for you; one need not have coaching expertise or any words of wisdom for the process to yield progress. Remember progress, not perfection, is our shared goal.

Here are some general guidelines for conducting the coaching sessions and for using the Template:

I. Make time for accountability partner coaching sessions.

Please make time for an accountability partner coaching session between each CIT skill to focus on the development of that particular skill in the series. Decide with your CIT participant what the platform of the session will be (phone, Zoom, Skype, Facetime) and allocate at least twenty minutes to listen to them.

II. Maintain a coaching – not a counseling – model in your sessions.

It is best to stick to the questions on the template and refrain from any effort to analyze your CIT participant, determine the root cause of their behavior, diagnose, or give advice.

III. Apply the same principles of Mindful Dialogues to the Partner Coaching Sessions.

Remember to be totally present for the CIT participant, try not to ask questions that lead the conversation away from where they need it to go, do not give unsolicited advice, and maintain strict confidentiality.