



Compassionate Accountability Program

TOPIC 3: COMPASSIONATE ACCOUNTABILITY

Transformational business learning
with Mark Silver and Heart of Business, Inc.

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Compassionate Accountability Program

TOPIC 3: COMPASSIONATE ACCOUNTABILITY

By Mark Silver

Fourth generation entrepreneur,
and master Sufi teacher.

May the peace and love and mercy and justice of the Real be upon all of
the holy prophets, guides, knowers, teachers, and each one of us and all of
our hearts, so that we may become of the family of the Real.



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Mark Silver and Heart of Business, Inc.
PO Box 68632, Milwaukie, OR 97267 USA
WWW.HEARTOFBUSINESS.COM
(503) 908.0670

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In the Name of the One, the Infinitely Merciful,
the Most Tenderly Compassionate, this book is
dedicated to the Face of the Real.

Anything of the Truth that is written here has
come from the One, and any mistakes or
omissions are from myself.

Introduction

Business, and life, happens in small steps taken consistently. Occasionally, a big leap does happen, but they are far more rare than they may seem. More often, when you see someone who has taken a big leap, it's because you looked away for a time, and didn't see the baby steps they took between Point A and where you see them now.

If you take baby steps every week and every month throughout the year, your business *will* grow and develop. If you do that in conjunction with real understanding of what your business needs, and applied learning on the most urgent and strategic parts of your business, then that growth and development will happen in very beautiful ways.

This CAP is meant a short, easily-accessed way to set your work life up for success. We're going to cover three pivotal topics that will get your feet on firm ground, and taking those steps forward.

THE THREE TOPICS ARE:

Schedule

How to create a work/nonwork schedule that really matches **you.**

Nourishment

Identifying the three levels of support, and how to access them, so you don't run dry.

Compassionate Accountability

The 4 elements of accountability that works.

You'll not only get your teeth into these three topics, but you'll also learn how we'll help you with these within our Community.

So let's get started!

Third Topic: Compassionate Accountability

Compassionate Accountability needs four different pieces:

- clarity of what you are wanting to do
- regular review
- a process for understanding what happened
- regular change of the structure to keep it fresh



The Simple Idea

Business development happens through small, consistent steps and actions over a long period of time. Accountability, done with compassion, is what's needed to catch a healthy balance between commitment to a goal, and the ability to be flexible.

The Teaching

When you ride a bicycle, you can create momentum by continuing in a single direction, each time you pedal adding energy to the overall movement. That accountability to a single direction is critical.

Yet, if we remain committed to that single direction no matter what, we can harm ourselves or others. Global warming, imperialism, and all kinds of other drastic harm has been visited upon us by people and organizations who were so committed to a goal that they wouldn't listen to the signs that urged them to change direction or speed.

Compassionate accountability is meant to be a remedy, a medicine, a healthy way of sticking with forward development, while also staying connected to truth and love.

There are four parts to Compassionate Accountability:

1. Clarity of what you are wanting.

So often business owners jump into action without being clear on what the goal is, beyond a vague “more money” or “success.” That lack of clarity makes it very hard to make choices and commitments from wisdom.

When you are clear on your goals, and what you are hoping those goals will provide for you, then you can make clear commitments.

2. Regular review.

Accountability happens when you take the time to look backwards, and compare what you did with what you had committed to do. It's as simple as that. Included in this is less frequent review of big goals, strategic vision, and why you're doing the whole thing in the first place.

3. A process to understand what happened.

The way most people tend to interpret broken commitments is either that someone is lazy, unethical, or broken in some way. Not helpful.

When a client of ours makes a commitment and misses it, we need to look more deeply. There are a few possibilities:

- *It's just a miss. None of us are perfect, and drop balls from time to time.*
- *It was an unrealistic commitment, not being possible to get it done in the timeframe allowed. Related: you may have too many commitments on your plate to handle them all.*
- *There's a missing piece: something else needs to happen before that task can get done.*
- *It's the wrong commitment in some way. Not getting it done how your heart is letting you know you're on the wrong track, or that the timing is wrong.*
- *You need something before you can take on that commitment. Some amount of nourishment, or learning, or support is missing.*
- *Something else?*

Even if you're not in the habit of blaming yourself, you may still have a habit of going to a certain reason most times you miss a commitment. Instead, it's helpful to pause and look more deeply each time you miss a commitment, to see what's really needed.

4. A regular change of structure to keep it fresh.

A client of mine, Amanda Blake of Embright, is an expert in how neuroscience, somatic wisdom and leadership all come together. She says that we're programmed for newness, way down in our DNA. It's a survival trait, that keeps us scanning our environment for threats.

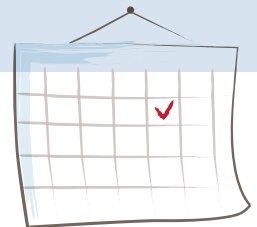
Because of this, when we use a set structure for too long, it starts to feel too normal, and less compelling. This is why you can start out enthusiastically with a new system, but after some weeks or months, you drift away from using it.

The trick is to take a break, to switch up the structure, to change something so that it remains fresh. By knowing this is how we function, we can anticipate the creeping boredom with a system and plan for a change at different points throughout the year.

STAY AWAKE

Compassionate accountability structures can be hard to maintain on your own. Make sure you are getting support from other people in implementing all four parts.

Lean in uncomfortable directions. If you tend to have a laissez-faire, "it will all work" approach to life, experiment with leaning into commitments and deadlines more strongly, as long as you have support to make sure it doesn't become a heavy burden. On the other hand, if you tend to be a type-A who sticks to commitments no matter the cost, lean into the uncomfortable and become more "live and let live," seeing how it is to be a little looser with deadlines and commitments, and allowing more space for spontaneity and synchronicity.



The Exercise

Find all four parts of Compassionate Accountability, and have a plan to implement them over the next week or two.



1. Find a process for identifying your vision, and of what you are wanting for yourself and your business over the next period of time. Also, find a buddy to help you work that process. We recommend Heart-Centered Goal Planning.
2. Pick a structure to review your commitments. May we recommend our (Action Calls)?
3. What process are you going to use to understand what happened with your commitments? (our process? A Remembrance?)

4. Set a time in the calendar to change up your structure. In the Community, we'll be making changing 3 times/year.



*Every act of business can
be an act of love*

*When you find the love, you find yourself.
The secret is in the love. You are the love, not another.
Everything is in the love, and everyone needs the love.
If you find this, what more could you want?
The jewels are inside you.*

SUFI SHAYKH SIDI AL-JAMAL AS-SHADHULI

WWW.HEARTOFBUSINESS.COM
BUSINESSHEART PRESS
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