



accountabili-buddy

CLARITY. COMMITMENT. FOLLOW THROUGH.



REFERENCE
SHEETS

REFERENCE SHEET 3

OBSERVATION VS. INTERPRETATION

One of the most important professional disciplines in accountability is separating:

what happened

from

what we think it means.

LEVEL 1: FACT

A fact is directly supported by the available information.

Examples:

- Client committed to four sessions.
- Client completed two.
- The proposal deadline has moved three times.
- Client had a scheduled work block and opened the document.
- Client did not press submit.

Facts should form the base of the accountability conversation.

LEVEL 2: CLIENT INTERPRETATION

This is the client's explanation of the behavior.

Examples:

"I was overwhelmed."

"I did not have time."

"The goal was unrealistic."

"I am losing interest."

"I forgot."

The client's interpretation is relevant information. It is not automatically the final professional formulation.

LEVEL 3: ACCOUNTABILITY-BUDDY HYPOTHESIS

This is a provisional explanation supported by evidence.

Examples:

- Avoidance may be contributing.
- The commitment appears poorly calibrated.
- Perfectionistic standards may be interfering with completion.
- The stated reason does not fully explain the selective pattern.

Hypotheses should remain open to revision.

LEVEL 4: UNSUPPORTED CONCLUSION

This is where professional reasoning becomes weak.

Examples:

"You are lazy."

"You do not want this badly enough."

"You are afraid of success."

"You always sabotage yourself."

"You are making excuses."

These conclusions are broader than the evidence supports and often convert behavior into character judgment.

EXAMPLE 1

Client says:

"I planned four workouts and did one."

Fact:

One of four completed.

Possible client interpretation:

"Four was unrealistic."

Possible Accountabili-Buddy hypothesis:

The commitment may have been poorly calibrated.

Missing information:

- Was four previously achievable?
- What changed this week?
- Were four real opportunities available?

Unsupported conclusion:

"You lack discipline."

EXAMPLE 2

Client says:

"I kept revising the proposal and did not send it."

Fact:

Proposal was revised repeatedly and not submitted.

Possible formulations:

- Perfectionistic standards
- Fear of evaluation
- Legitimate unresolved quality issue
- Avoidance

Unsupported conclusion:

"You are scared of rejection."

That may eventually be supported. It is not yet a fact.

LANGUAGE SHOULD MATCH CONFIDENCE**When evidence is limited:**

"I wonder whether..."

"Could this be..."

"It sounds possible that..."

When evidence is stronger:

"We have seen this pattern four times."

"Changing the schedule has not changed the outcome."

When something is directly known:

"You committed to five and completed two."

Professional language should not communicate more certainty than the evidence supports.

THE CORE RULE

Describe first. Interpret second.

When interpretation is necessary:

Treat it as a working formulation, not a verdict.