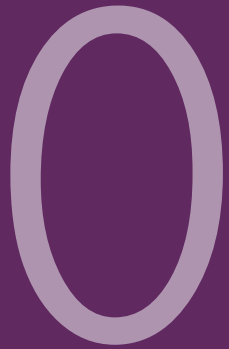


the art of getting **CALLED OUT**





the concept

Getting *called out* isn't about a single behavior, in a single moment, disconnected from our overall life story—a fluky outlier. It's about a pattern *inside of us* expressing through many behaviors—in many moments—that's having a poignant effect *outside of us*.

Getting *called out* isn't about setting the record straight or clarifying intention so we can resolve the situation and move on. It's about understanding how we may have *long been blind* to something about our nature.

Getting *called out* isn't about the risk of admitting fault—or defending our actions at all costs so we *don't have to*. It's about pausing, being quiet, and receiving the invitation offered by *the other*.

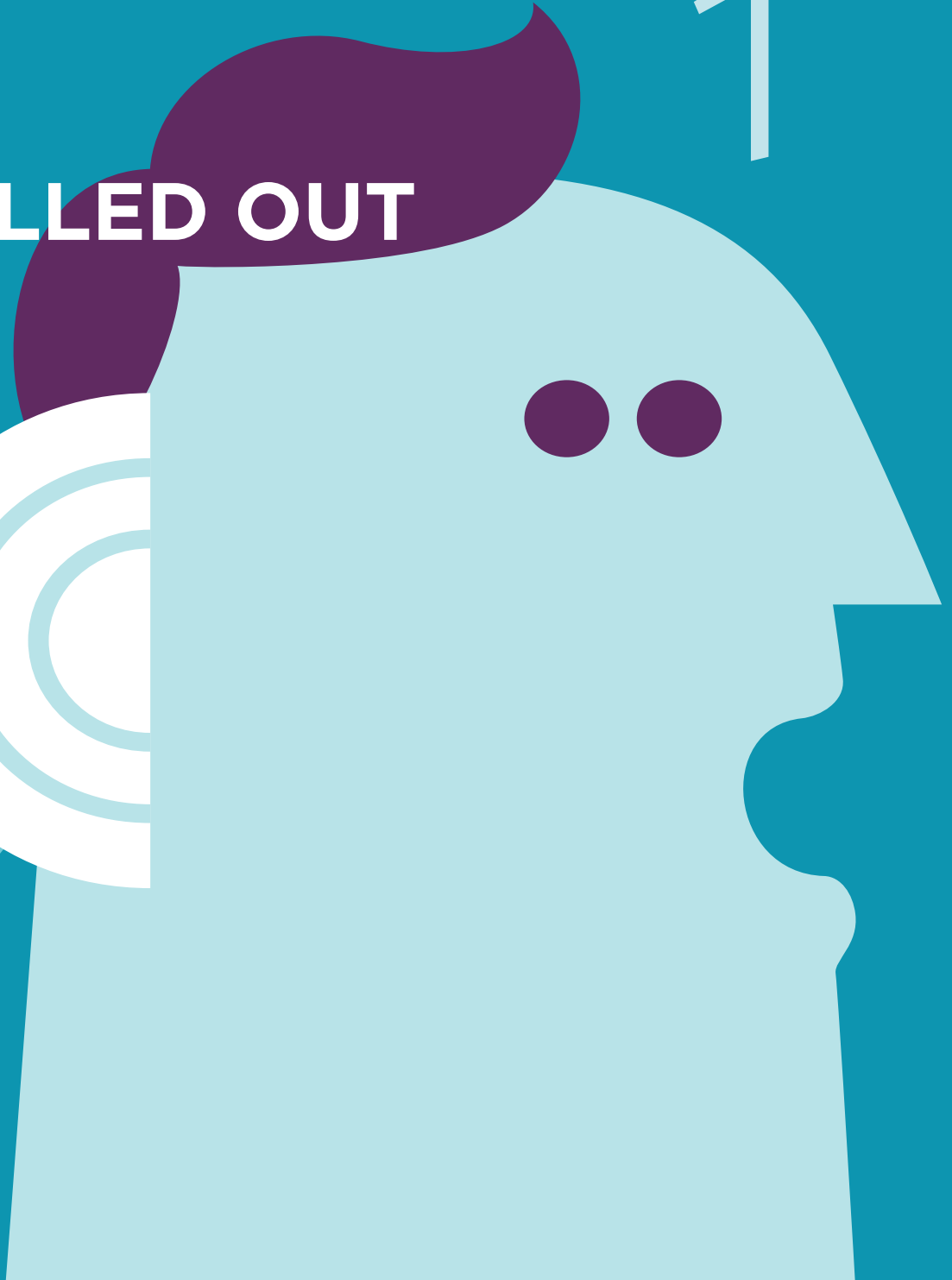
But—getting called out *is about* a seeming nemesis giving their all to create an ineludible moment of reckoning. And the opportunity to make things right—as much as it takes, for as long as it takes.

Getting called out is about *our transformation*.



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1



1



*When somebody calls you out,
what are your first thoughts,
emotions, and actions?*

The first moments of getting called out are intense because someone has radically altered conditions. A calm sea is suddenly stormy. Our bedrock may get cracked. And we may have the impulse to do whatever is possible to convince the other person they've misunderstood our intentions and actions. Which is, of course, really about convincing ourselves we are not cable of doing *the bad thing*.

2

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2



On this spectrum, what's your starting assumption when getting called out?



Your assumptions in the first moments of getting called out set conditions for learning and reconciliation. If you are more likely to be on the right end of this spectrum, you are more likely to understand the truth through their experience. If you are more likely to be on the left end of this spectrum, you are more likely to understand the truth through only your experience. It doesn't mean you have to stay on the *they got it right* end the whole way—it suggests that starting there is essential.

3

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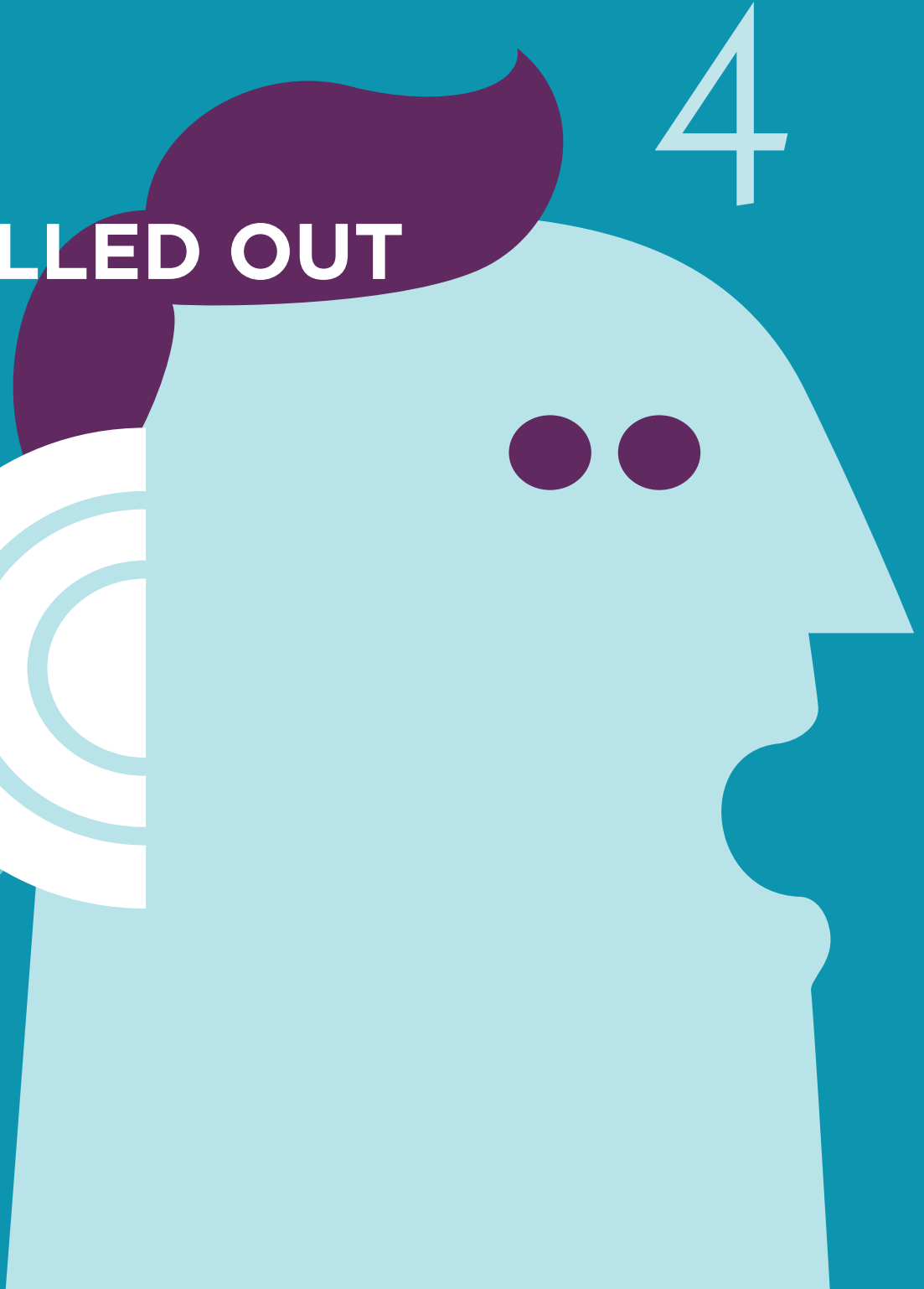
3



When getting called out, why is clarifying your intention often the worst thing you can do?

When confronted with the negative effects of our actions on someone, we hope that clarifying our intention makes things better. But the effect has already happened—it's coded into *who they are* through the experience *they've already had*. Instead of using intention to let ourselves off the hook, we can focus our attention and energy on creating better effects. Showing up in this way makes our intentions clear—they are spoken silently.

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4

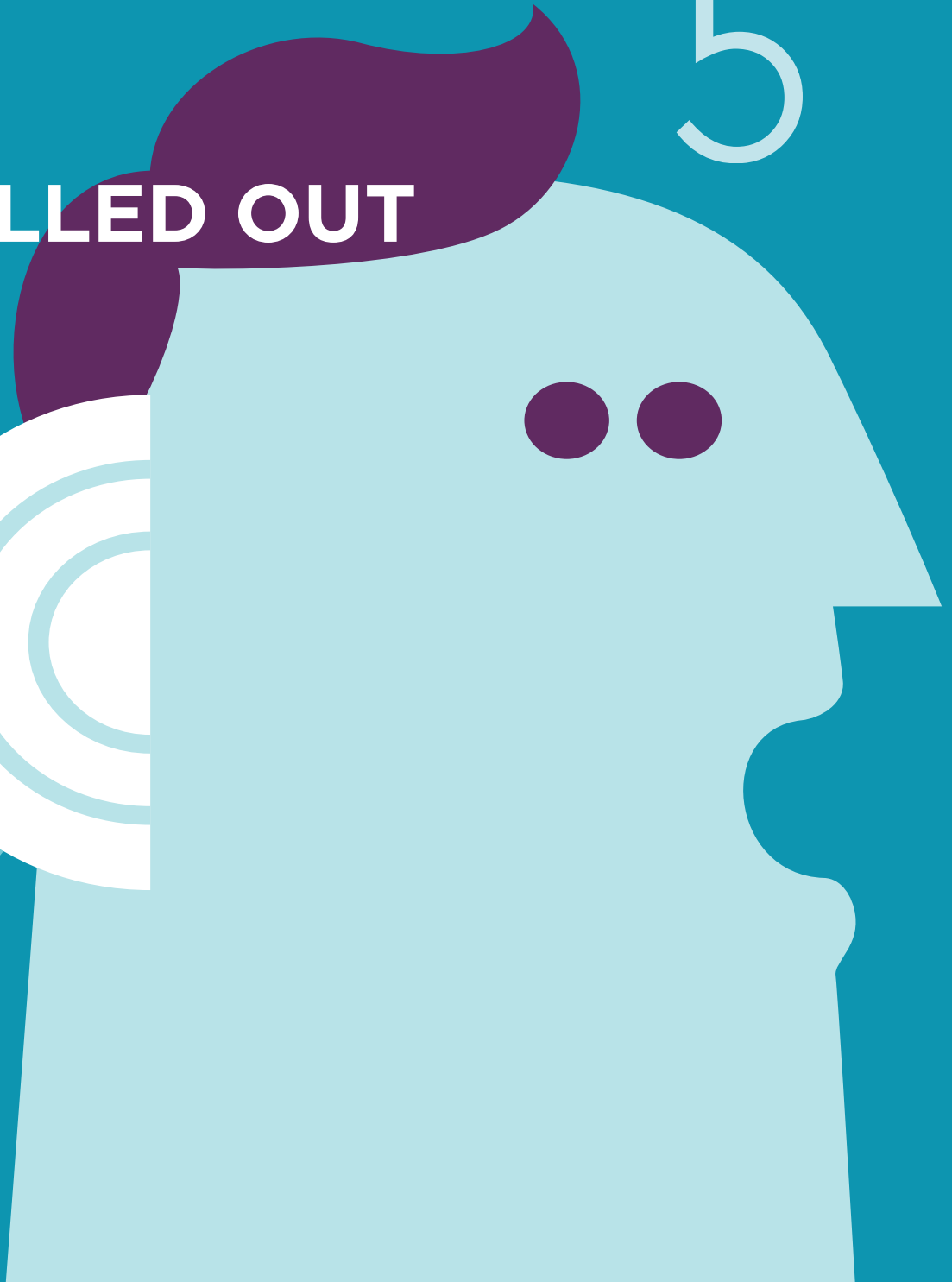
Does getting called out end up with stubbornness as your only companion?



One way to recognize we are on the wrong side of right—no matter how untenable it seems—is when we get so insistent on our *rightness* and others' *wrongness* that we cut ourselves off from the conversation. In extreme stubbornness, we may even cut ourselves off from those that love us most—friends and family. Even though they had nothing to do with the original calling out, it can feel like the whole world is conspiring against us—including them.

5

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5



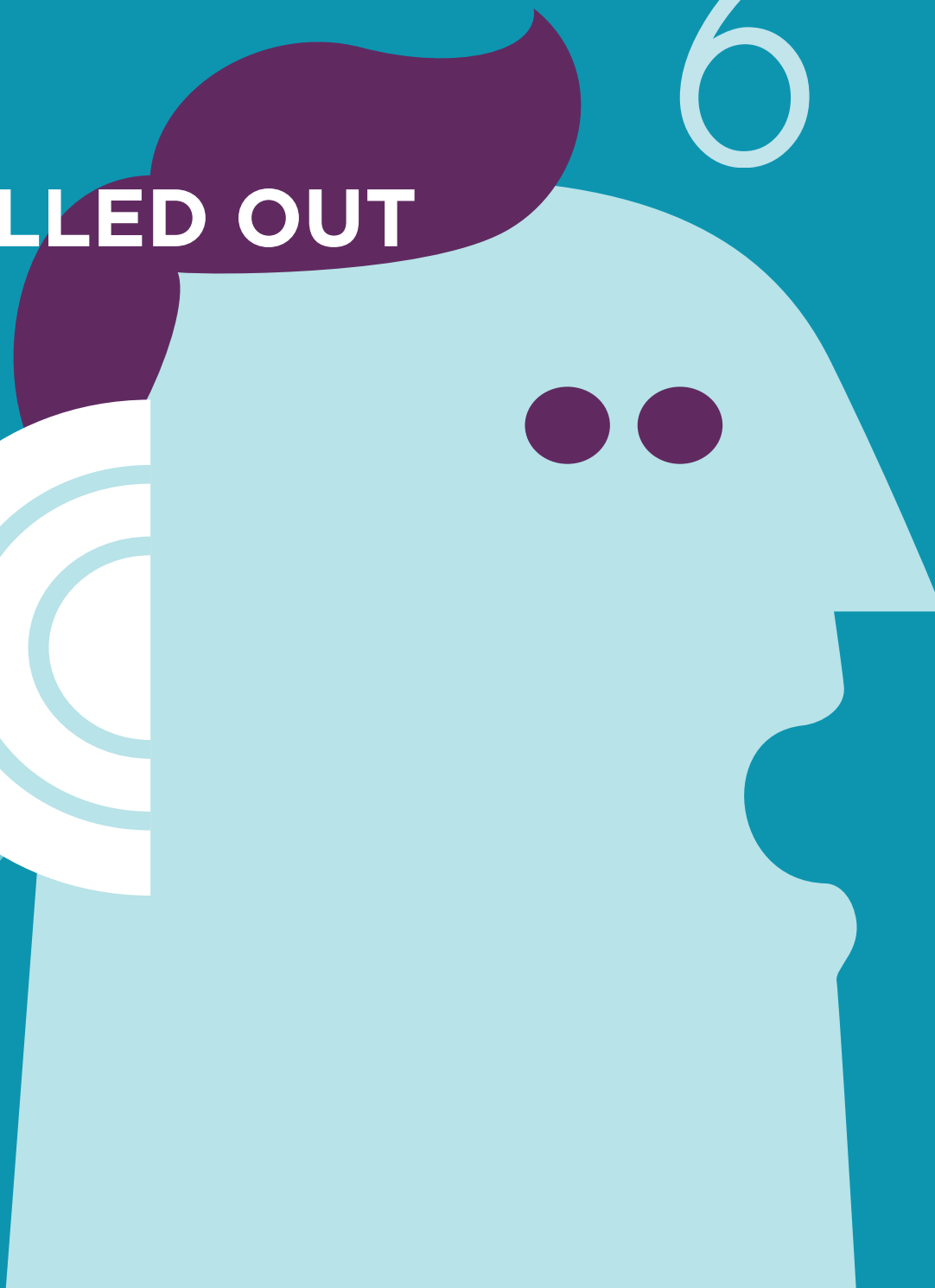
When getting called out, are you more likely to assume the caller is adversary or ally?



There's a difference between someone taking a shot at us—creating conflict selfishly—and someone powerfully calling us out. The latter is anything but petty. When people call us out, it's because they care enough about the matter—or care enough about us—to take a big risk. What feels adversarial in the beginning ends up connecting us more deeply to an ally—one who is also stepping up. Which is often as uncomfortable and difficult in the beginning for the ally as it is for us.

6

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6



*Do you feel more disrespected—
or respected—when someone
calls you out?*



Witnessing somebody wake up, do the work, and make a change is inspiring. Parents who do this *over and over* create a more powerful stage for their child's evolution than seemingly glitchless parents who are never in circumstances that surface their glitches. Good call-outs honor a person's potential. We are called out because people care enough to make a leap with us—because they recognize and respect what we are *capable of doing*.

7

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7



What is the difference between getting called out, accusation, and characterization?

8

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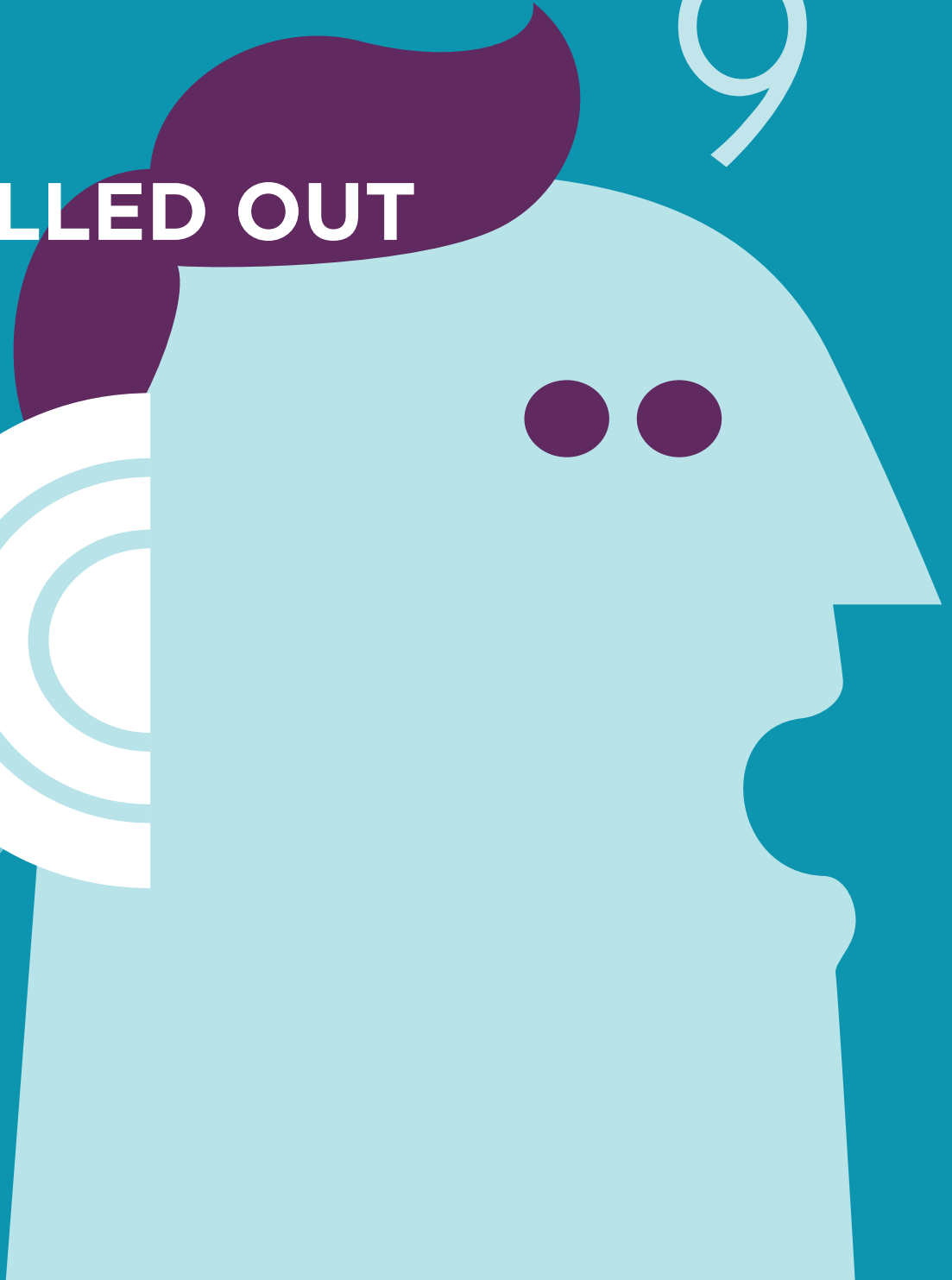
8



*Under what circumstances
should call-outs be public
instead of private?*

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9



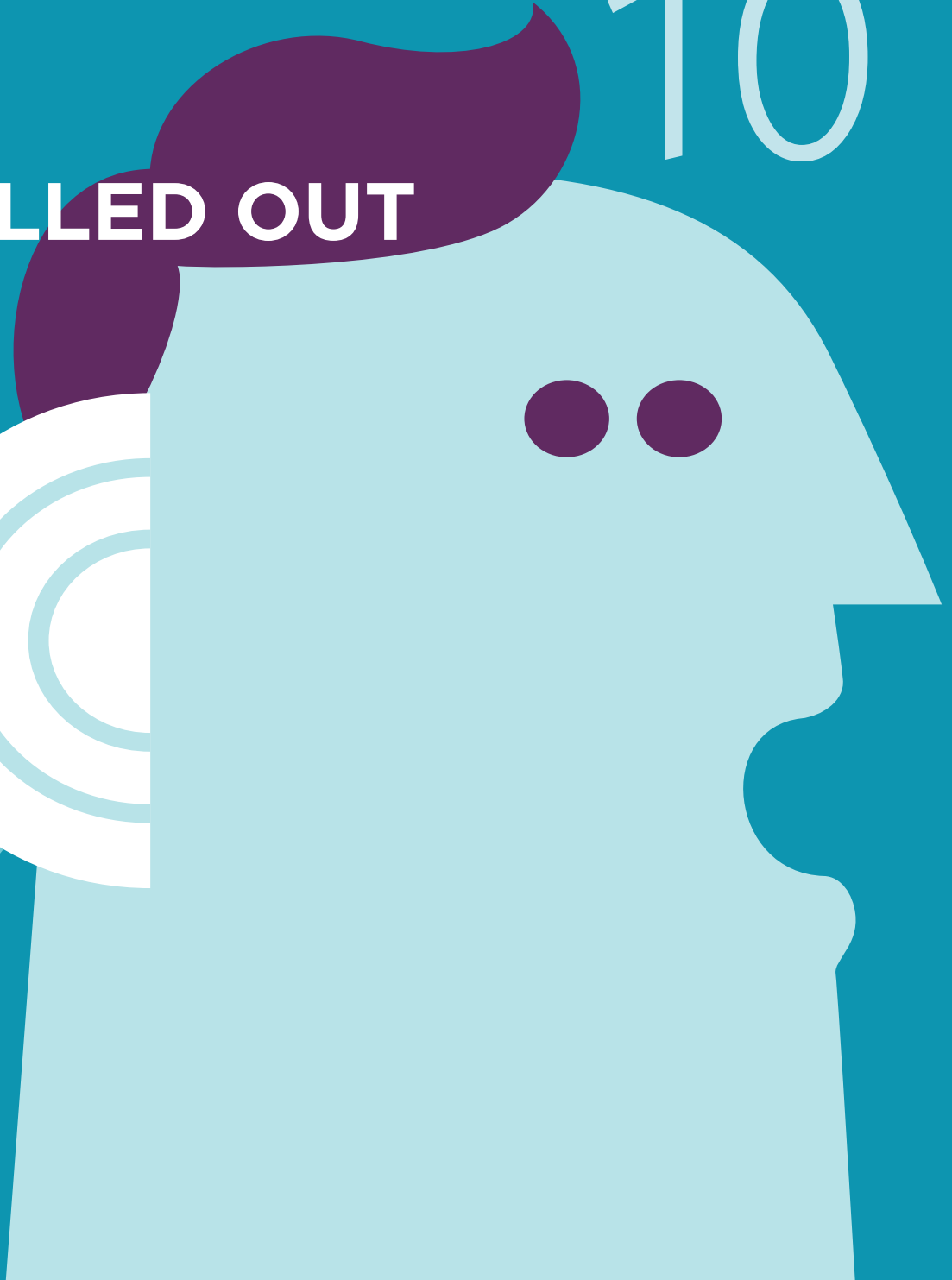
9



How is someone subtly calling you out now—and what can you shift before the only option is someone doing it much less subtly?

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10



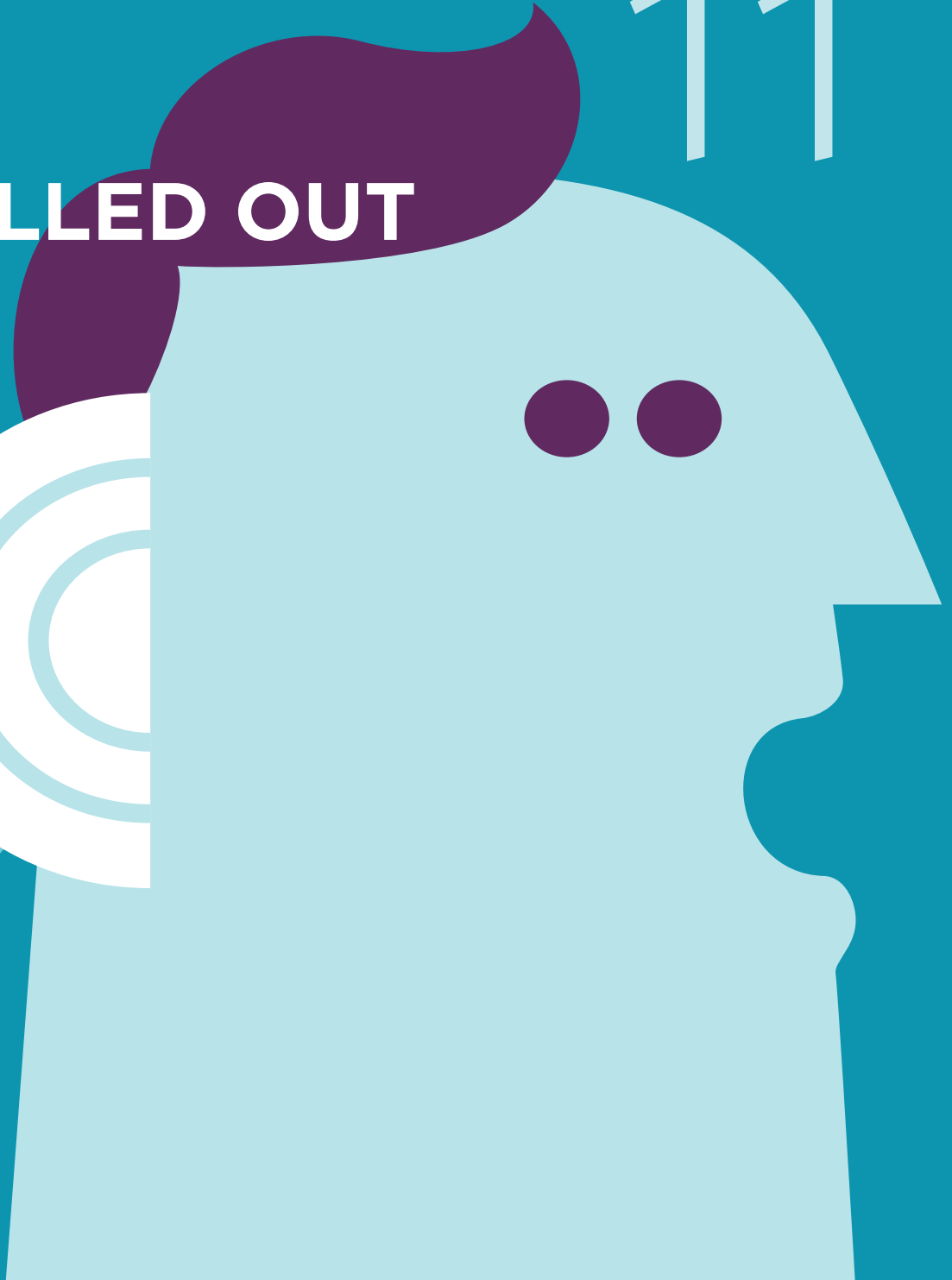
10



When were you too focused on the specific thing a person called you out on instead of the pattern from which it stems?

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11



11



What call-out from the past that you rationalized away might have been more important than you thought at the time?