



Keyword: Blame

## Five Truths About Blame

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by Kevin Eikenberry

In many organizations, and with many people that I have known, blame is a favorite pastime or hobby. Much time is spent discussing how others contributed to a problem or a situation.

These discussions allow people to feel better and in most cases feel like they are doing real problem solving.

*"If Jim would just straighten up his act, we wouldn't have these problems."*

Problem solved.

But in reality blame rarely solves anything, and in many cases it makes things worse because the problem isn't really solved.

What follows are five truths about blame.

### The Five Truths

1. **Blame is past focused, not solution focused.** Certainly any problem solving process includes analyzing what happened that caused or led to the problem. Those same problem solving techniques don't stop there, but look forward to a solution. When we blame we seldom look forward to what we could do to fix things since we weren't responsible for causing the problem (see truth number three).
2. **Blame doesn't allow for learning.** If we aren't responsible (which we aren't if it the problem is someone else's fault), what is there to learn? As long as we are blaming others there is no need or desire to examine our behavior for improvement opportunities.
3. **Blame leads to passive inactivity.** After all, if I wasn't the cause of the problem, why do I have to (or should I) do anything? I shouldn't! The problem is that often everyone is blaming someone else, and so with this logic, nothing ever changes. (Except that frustration grows and perhaps relationships deteriorate.)
4. **Blame is counterproductive.** It truly is. When we are blaming we are putting energy into something that not only doesn't solve a problem, but gives us false confi-



## Five Truths About Blame (continued)

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dence or a false sense of security. Considered in this light, every bit of energy spent blaming someone or something else is like putting salt in a wound; it's only making things worse.

5. **Blame is a waste of time. Let me summarize.** If you agree with any (or all) of the above truths you will see that any energy, mental or physical, spent on blame doesn't tangibly help or make things better. Blame negatively impacts nearly everything we want to achieve as a leader.

These five truths should help you see blame for what it is, and isn't. This recognition can lead to more productive behaviors for you and, through your new understanding and example, your team.



Kevin Eikenberry is a bestselling author, consultant, trainer, speaker, coach, leader, learner, husband and father. He is the Chief Potential Officer of the Kevin Eikenberry Group ([www.KevinEikenberry.com](http://www.KevinEikenberry.com)) and the Creator of the Remarkable Leadership Learning System ([www.Remarkable-Leadership.com](http://www.Remarkable-Leadership.com)), both of which are dedicated to life-long learning and helping Clients unleash their remarkable potential. Interested in becoming the remarkable leader you were born to be? Go to [www.Remarkable-Leadership.com](http://www.Remarkable-Leadership.com) today!

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