Response-Ability
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The Response-Ability Axes framework is helpful in increasing the potential for responses that lead to learning from your experience with others. By giving attention to increasing these responses in your skill group experience, you also increase your personal responsibility – speaking from an “I” position with clarity, specificity, responsibility, and immediacy.

This framework represents a set of conditions necessary (but not sufficient) for optimum learning in communication skill group. Whether or not learning occurs is a function of many factors. However, the presence of these four conditions, displayed on the four "response-ability" axes, is necessary for maximum learning in the group.

The four axes represent the four conditions necessary for optimal learning in the group. Each axis radiates from the center toward the periphery. When the conversation moves closer to the centerpoint, generally there is greater risk and responsibility and more opportunity for learning and change. As conversation moves more toward the periphery, generally risk and responsibility decrease as well as opportunities for learning and change.

You may assess yourself using these axes as a framework. As a group member, you may be more centered on one axis, but peripheral on the other axes. The goal is to develop competency by moving toward the center on all axes so that this "centered conversation" is, at least, a readily available option in all of your interpersonal experiences.