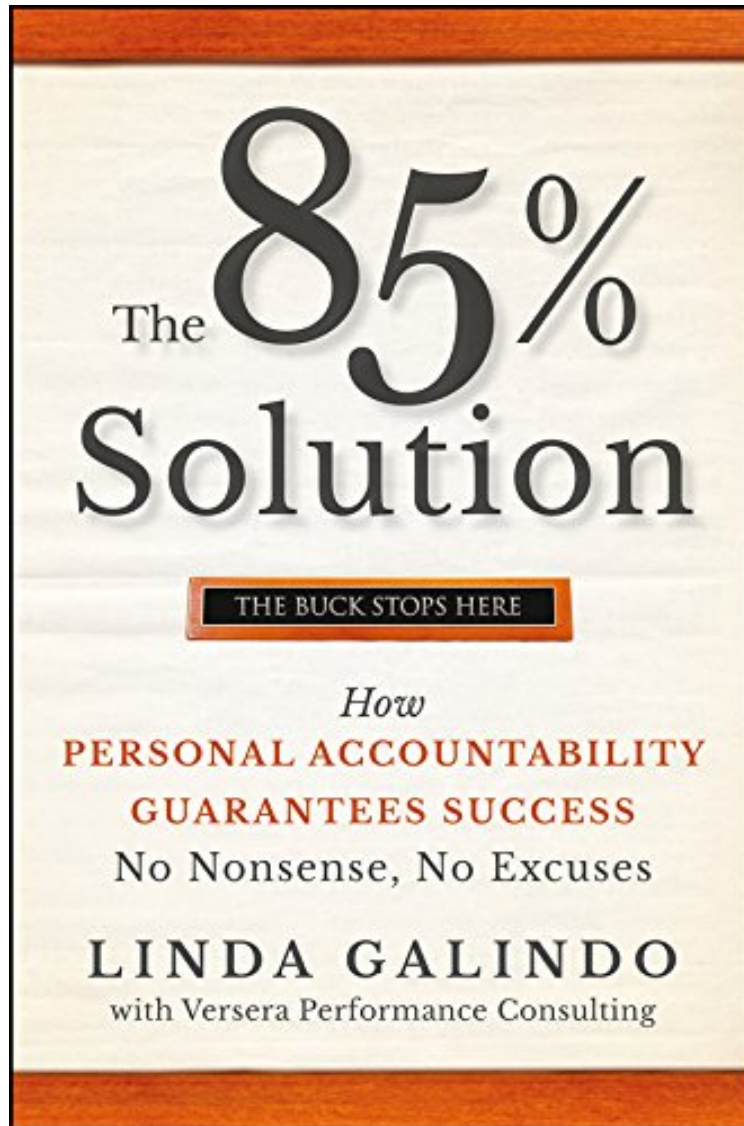


The 85% Solution: How Personal Accountability Guarantees Success -- No Nonsense, No Excuses

Linda Galindo

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Linda Galindo : The 85% Solution: How Personal Accountability Guarantees Success -- No Nonsense, No Excuses before purchasing it in order to gauge whether or not it would be worth my time, and all praised The 85% Solution: How Personal Accountability Guarantees Success -- No Nonsense, No Excuses:

1 of 1 people found the following review helpful. ordinaryBy V. PeaseMediocre. From the other reviews and write-ups, I was really hoping for something terrific, and this is just ordinary. The few self assessments are interesting and valuable.2 of 3 people found the following review helpful. Hmm almost greatBy C. GrovesI read this book, and let me

say first that I think almost every American I have ever met needs to hear this message, however I cannot give it a perfect 5 stars and I will be the first to not do so. In reality I think it deserves a 9 out of 10 or a 4.5 out of 5. The reason I say this is because the author neglects to add any information on compassion, and forgiveness when you mess up on your responsibilities and accountability, which in all reality is 99.9 percent going to happen unless you die tomorrow or something. I read in the book "The Willpower Instinct: How Self-Control Works, Why It Matters, and What You Can Do To Get More of It" by Kelly McGonigal Ph.D. (another very good book) that when you feel down about yourself it saps your willpower, and after applying the principles in this book, when I messed up I was often left with this feeling, I am really only writing this review to suggest that you read these two books together, in order to make up for some of the things the other one lacks. Anyway I really appreciate the message the author gave me, I needed it, but I say be careful if you read this book to not replace compassion and self love with 100 percent responsibility and 100 percent accountability, which I feel, some people like me, may have a tendency to do when holding ones self so accountable. As the title suggest i think somewhere between 85% accountability and 100% is a good number for most people in most situations. Anyway read the book it will be mostly good for you I think. God bless.CodyOh yeah it can be a little winded in some parts I think as the author bashes the message into your head, for me its like I was motivated already and didnt need to keep hearing the same message, but for others this may be helpful. Do not know.1 of 2 people found the following review helpful. This book will make a difference in your life. If you let it.By Robert C. LiggetThis book gives readers the straight talk needed to become successful in any and all areas of life. It seems a strange notion that developing a clear sense of personal accountability can make us happy and successful, but as Linda points out over and over, many of our failures and dissatisfaction in life can be traced to a lack of that same accountability. All of us will recognize ourselves in her many client examples and more than a few will wince. That's OK and that's her point, to shake us out of our usual way of making excuses and rationalizations for why things didn't go the way we wanted at work, home, anywhere.As a consultant and coach myself, I'm constantly telling clients they have to be willing to see things differently and then follow through on their new realizations. One of the greatest things Linda does is force us to see ourselves differently and admit to who we are right now; do we see ourselves as primarily responsible for the success and failures in our life? By how much? Or do we concede a vast part of our lives over to other people and circumstances we have (wrongly) deemed beyond our control? She points out that if we can say with confidence that we are responsible for 85% of what happens to us, we're on our way to increased success. I know from experience that this acknowledgement is beyond most people and adjusting our attitude to this insight alone will provide a huge personal jump-start to success and satisfaction. Blame is gone, guilt is minimized. Linda supports this assertion again with powerful stories and examples.The sections on personal empowerment and personal accountability should be required reading for teenagers and new hires. Linda focuses on key behaviors of accountable people that practiced would ensure smoother running teams, companies, even families. For example, she says we must be absolutely clear about what we expect from others and what others expect from us. And that we must establish ownership for every task: put a "who" with every "what" and always know "by when." Imagine your own company if everyone practiced just those two behaviors. And imagine how stronger and happier we will feel as individuals. I personally use what Linda teaches in this book not only with clients but with inmates at the county jail with whom I work in a volunteer church assignment.Disclosure: I first met Linda back in the '90s when she was doing what I thought was groundbreaking work in the area of personal empowerment. This was a time when that phrase was being tossed around with little idea of what it actually meant. In my conversation with her, I was struck by her clarity on this and got a little dose of what I needed to consider about accountability. I remember it as a reality check and I've never forgotten the lesson I learned as we spoke. This book is a culmination of years of developing those principles and practices. Don't look for soothing sentences and warm feelings! This is not a feel-good book,and the reader is better off for it. I cringed a little as I recognized I'd back-slid a little here and there. Paradoxically, if we change our mind-set and practice the methods Linda teaches in this book, we will feel not just good, but great. And each day will be approached with confidence knowing we and we alone are responsible and ultimately accountable for our success.

A guide to personal accountability-the fundamental key to leadership success With the toughest economic downturn in recent history, the issue of accountability has taken center stage. However accountability is often confused with punishment, fault, blame and guilt. In this book, the author argues that the only true accountability is "personal accountability" and the only way to achieve it is to take responsibility for the outcomes of your choices, behaviors and actions. The 85% Solution reveals that to be truly accountable, leaders must accept no less than 85% of the responsibility for the outcomes of your actions; Empower themselves to take the risks and actions you must in order to get what they want; and Show they are willing to answer for the outcomes that result from their choices and actions. Offers a practical guide to personal accountability and reveals how this leads to personal and business success Guides readers to take the risks and actions to reach their goals Contains self-assessments for determining personal accountability index The author is an experienced consultant who works with organizations, teams, and individuals to improve their personal and work lives.

From the Inside Flap "Whether you admit it or not, you are accountable for everything you're involved with, whether it turns out good or bad. The outcome belongs to everyone who touched the project, not just to the ones who made mistakes." —From the Introduction In today's uncertain world, the concept of accountability has taken center stage as a vital business concern. Yet the notion of accountability is all too often confused with punishment, fault-finding, blame, and guilt. In *The 85% Solution*, author Linda Galindo shows that the only true accountability is "personal accountability" and reveals that the only way to achieve it is to be responsible for the outcomes of your choices, behaviors, and actions. Filled with self-assessments, this book will encourage you to take the needed risk-taking actions to reach your goals and get you what you want. Galindo explains that you must become willing to answer for the outcomes that result from your choices and actions. By taking the three important steps outlined—be responsible for the success or failure of everything you do, empower yourself to succeed, and be accountable for your actions—you will have the keys to taking control of your own success. Once we are able to accept no less than 85% of the responsibility for the outcomes of our actions, we will enjoy a happier and more productive life. This is the 85% Solution.

From the Back Cover Praise for *The 85% Solution* "Tired of riding the merry-go-round of irresponsible behavior and playing the shame-and-blame game without satisfaction? Linda Galindo expertly illuminates a path to a fulfilling life of success through her achievable guidelines for accountability in personal and professional life." —Larry W. Bridgesmith, Of Counsel, Miller Martin; executive director and associate professor, Randy and Rhonda Lowry Chair of Conflict Management, Institute for Conflict Management, Lipscomb University "The title incidentally matches where 85% of my time is spent—dealing with people issues. The book gives 100% of the solution." —James C. Leonard, president and chief executive officer, Carle Foundation Hospital "A no-nonsense guide to personal accountability, this is a must-read for anyone who dares to live the life they truly desire. We live in a changing world today where transparency, truth, and accountability are demanded. The 85% Solution delivers exactly what is needed now in our government, corporate America, the workplace, and personal success." —Leslie DeWald, president and chief executive officer, Ascend Insurance Resources "Finally, Linda Galindo's compelling accountability model is accessible to everyone, through her engaging book, *The 85% Solution*. She takes a complex problem in today's world and reduces it to a series of simplified, understandable actions that can immediately transform the readers and their lives at work and in the community—for the better!" —Meg Jones, chief administrative officer, The Children's Hospital of Philadelphia "This book is for leaders who are truly up to the challenge of developing personal accountability in themselves, and anyone in their organizations will benefit from reading this book. With corporate accountability at an all-time low, this book changes mind-sets by showing the way to personal accountability." —Tom Bakaly, city manager, Park City, Utah

About the Author EILEEN STEVENS has performed at The Public Theater, The Brooklyn Academy of Music, and Theater for a New Audience. She lives in New York.