

# Ways People Avoid Accountability

**Accountability is intense. Even when we feel sorry and apologize, we often avoid full accountability by doing things like:**

- Leaving/avoidance
- Blaming others, their past, the person harmed, those trying to hold them accountable
- Creating delays or distractions
- Making the process seem like the barrier or the real problem and not addressing their actions
- Attempting to control others, the narrative, the process
- Intimidating or threatening others
- Retaliation
- Needing ever more fine details about the harm in order to take action
- Grandstanding, soapboxing, or using the “no true scotsman” fallacy
- Trying to force reintegration or reacceptance
- Trying to overcorrect and appease
- Making others feel guilty for how the process makes them feel or the consequences
- Trying to get people to focus on how the person harmed responded to the harm rather than their responsibilities