

A ROGUE HAVEN WORKSHEET

Ownership vs. Responsibility

*Figure out what belongs to you, what belongs to someone else,
and what you can let go*

You can be responsible without taking responsibility for everything. Be clear about what you own, do your part, and leave other people's part with them.

THE FOUR CATEGORIES

CATEGORY	WHAT IT MEANS	APPROPRIATE RESPONSE
☐ 1 Mine to Own	This is my decision, behavior, promise, job, or direct responsibility.	Make the decision, do the work, have the conversation, or fix my part.
☐ 2 Mine to Influence	I can set expectations, ask questions, coach, or offer support. The result is not fully in my control.	Be clear about what I need. Offer reasonable support. Leave the result with its owner.
☐ 3 Care, Not Manage	I care about what happens to this person. Their decisions, feelings, and consequences are still theirs.	Listen and care. Let them decide what to do next.
☐ 4 Not Mine	I picked this up because of guilt, habit, anxiety, or fear of letting someone down.	Put it down and return to what actually belongs to me.

HOW TO USE THIS WORKSHEET

- 1 Name it.** Write down the situation that keeps pulling at you.
- 2 Sort it.** Place it in one of the four categories above — pick one, not two.
- 3 Do your part only.** Take the smallest appropriate action and leave the rest with its owner.

SELF-CHECK

Where I Get Pulled In

Run this before you take on one more thing that is not yours.

QUICK CHECK: BEFORE I STEP IN

- ☐ Was I assigned this, or did I agree to own it?
- ☐ Is this within my role, authority, or control?
- ☐ Have I clearly communicated what I need instead of assuming others should know?
- ☐ Did anyone actually ask me to take this on?
- ☐ Am I helping, or am I trying to get rid of my own discomfort?
- ☐ If I step in again, what will this person learn to expect from me?
- ☐ What important responsibility will receive less attention if I take this on?

PAUSE

What am I afraid will happen if I leave this with the person who owns it? Is that outcome actually mine to prevent?

MY DEFAULT PATTERN

When pressure rises, I am most likely to:

- | | |
|---|--|
| ☐ Take over because it is faster | ☐ Rescue friends or coworkers from consequences |
| ☐ Avoid the conversation until I am frustrated | ☐ Say yes before checking my capacity |
| ☐ Assume people should know what I expect | ☐ Feel guilty when I set a limit |

NOTES

Apply the Framework

Choose one work situation and one personal situation. Be specific.

1 · A WORK OR LEADERSHIP SITUATION

What is happening?

Which category fits best?

☐ Mine to own ☐ Mine to influence ☐ Care, not manage ☐ Not mine

What part genuinely belongs to me?

What belongs to the other person?

What feeling makes me want to take over?

☐ Anxiety ☐ Guilt ☐ Impatience ☐ Fear ☐ Mistrust ☐ Other: _____

What is the smallest appropriate action I can take?

Apply the Framework

Now do the same for a relationship outside of work.

2 · A FRIENDSHIP OR PERSONAL SITUATION

What is happening?

Which category fits best?

☐ Mine to own ☐ Mine to influence ☐ Care, not manage ☐ Not mine

What part genuinely belongs to me?

What belongs to the other person?

What feeling makes me want to take over?

☐ Anxiety ☐ Guilt ☐ Impatience ☐ Fear ☐ Mistrust ☐ Other: _____

What is the smallest appropriate action I can take?

PART TWO

Clear Expectations Without Taking Over

Use this when someone owns the work, but the expectation or result is still unclear.

1 The outcome I need is:

2 The person who owns it is:

3 The deadline or checkpoint is:

4 The standard for completion is:

5 If a barrier appears, I expect them to:

ACCOUNTABILITY SCRIPT

"We agreed that you would complete _____ by _____. That did not happen. Help me understand what got in the way. Going forward, I need _____. What is your plan, and when will you update me?"

Care Without Control

Boundaries that keep the relationship and leave the responsibility where it belongs.

BOUNDARIES THAT KEEP CARE WITHOUT TAKING CONTROL

- ☐ "I can listen, but I cannot manage this for you."
- ☐ "I can help you think through the options. You need to make the decision."
- ☐ "I do not have the capacity to take this on."
- ☐ "I can give this _____ minutes. After that, I need to step away."
- ☐ "I trust you to decide what you want to do next."

A boundary I need to communicate this week:

ONE EXPERIMENT FOR THIS WEEK

- ☐ Leave one assigned task with its owner instead of taking it back.
- ☐ Clarify one expectation before frustration builds.
- ☐ Allow one friend to make their own decision without solving it.
- ☐ Say no, or not now, before checking capacity.
- ☐ Tolerate the discomfort of not fixing something immediately.

WHAT I NOTICED WHEN I TRIED IT

*"You can care deeply about someone and still leave
their part of the work with them."*

JAY KRENEK, LPC

jaykrenek.com · Text or call (469) 420-0561 · Downtown Denton, Texas

THE NEXT STEP

Are You a Professional Ready for Support at Work or at Home?

Worksheets help you see the pattern. Counseling helps you change it.

If you are the person everyone leans on — at the office, in your family, in your friendships — the hardest part is rarely the work itself. It is figuring out where you end and everyone else begins. **Rogue Haven Counseling and Wellness** offers practical, down-to-earth counseling for professionals, couples, and high-responsibility people who are tired of carrying what was never theirs.

THIS IS PROBABLY A GOOD FIT IF

- You are competent and respected at work, and quietly exhausted underneath it.
- You keep absorbing other people's responsibilities to keep the peace.
- Boundaries make sense on paper, and fall apart in the actual conversation.
- Resentment is starting to show up at home, with a partner, or with adult children.
- You want tools and structure, not open-ended venting.

READY WHEN YOU ARE

Let's Talk About What You're Carrying

Reach out for a free 15-minute consult. No commitment, no pressure — just a straight conversation about what is going on and whether this is the right fit.

Email jaykreneklpc@gmail.com or text (469) 420-0561

jaykrenek.com · In-person in Downtown Denton, Texas
Online counseling available throughout Texas

EMPOWERING EXCELLENCE IN LIFE, LOVE, AND WORK