



# Stepping Up: How Taking Responsibility Changes Everything

*John Izzo , Marshall Goldsmith (Foreword)*

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A guide to solving problems presents seven principles that enable individuals to be their own agents of change.

## Stepping Up: How Taking Responsibility Changes Everything Details

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# **From Reader Review Stepping Up: How Taking Responsibility Changes Everything for online ebook**

## **Michael Tarpinian says**

Average. Nothing groundbreaking.

Definition of stepping up is seeing a need and deciding you are the right person to do something about it.

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## **Timothy Dombek says**

Excellent book to motivate the self into action. his stories of others who have done what he suggests are what make John Izzo's books so memorable. A great read!

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## **Muhammad Ali says**

Most important takeaway is - come out of the victim mindset - step up take responsibility. BTW, lovely quotes!

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## **Susan says**

A decent self help book that would have been better with a more engaging narrator (I listened to the audiobook). It had some jewels of wisdom and the over all message of "step up and so something you won't regret it is a good one".

Izzo isn't too preachy and uses interesting stories to illustrate his points. It didn't blow me away, but it does have a good message for all.

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## **Dirk Jumpertz says**

I had the fantastic opportunity to hear and see Dr. John Izzo during a staff event at the company I work for early this year. Even though he wasn't able to join us in real life, he managed to keep us challenged through a 90 minutes videoconference. Kudos to him for pulling this off.

I finally managed to dive into his "Stepping Up" book which is an interesting quick read with some motivating and unique stories of people who stepped up and made a difference. Evidently these stories have been chosen to spice the narrative and proof Izzo's point that individuals can indeed make a difference, but still it's inspiring to find out how these people made a difference by believing they could do it and gradually and patiently made it happen.

The recipe sounds almost too simple:  
Be patient and persevere.  
If not me, then who? If not now, then when?  
Be a bit naive, but believe with conviction.  
Take responsibility with no excuses.  
Lead the way.  
But take baby steps.  
And start now.

There are some caveats, in my opinion, especially when Stepping Up is used in a business environment. Stepping Up in a climate of Pushing Down will destroy all initiatives. The 100/0 mantra (100% responsibility and no excuses) requires an environment that fosters taking responsibility. It's like Jef Staes' explains in My Organisation is a Jungle where his Red Monkeys are threatened by the Red Monkey killers. Even though Staes writes about innovation personified by his Red Monkeys, one can easily replace "innovation" by "change". Actually I find Staes' work an excellent addition to Izzo's Stepping Up as even the most naive person who believes he/she can change the world will bump into the mechanisms described by Staes.

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### **J Crossley says**

Learning to take responsibility in your life can lead you to live a life with more integrity. So often we just want to blame other people and circumstances for the issues in our lives. By taking responsibility, you can learn to overcome the victim mentality and become stronger.

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### **Kim Le says**

*At the end of the day, it is often fear that keeps people from stepping up. Not surprisingly, 33% of our survey respondents said that "creating a climate of fear and compliance" is what leaders do that discourages people from stepping up.*

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### **Ong Wei says**

Essence of the book: we all have our spheres of influence. This book is about taking responsibility in our areas of influence. Overcoming constraints, beginning where we are, finding the courage to try.

Locus of control is how we see the world. Mindset is how we see ourselves.

The Matrix "we all have a voice inside us that says we can't step up... there is another voice alongside it that says you can do it and that you want to do it... we can accomplish so much more than we think we can if we are willing to work hard and be as creative as we can be."

To achieve greatness, start where you are, use what you have, and do what you can.

What makes people step up? [1] Anger and [2] initial sense of one's power to change things.

About speaking up. Argumentativeness vs verbal aggression.

1. Argumentativeness – speaking up ideas, challenge things
2. Verbal aggression – finger-pointing, blaming

Coldplay “if you never try you'll never know just what you're worth.”

People will only step up if they have a seat at the table.

Life is short, and you don't want to wonder what might have happened if you had stepped up.

I like the opening quotes. Chapters and opening quotes:

1. Five rows of responsibility. Each of us influence only about five rows, but in that sphere of influence the world is changed.
2. Its not my job, its not my fault. There are two kinds of people in the world. Those who make things happen and those who complain about whats happening.
3. I am only one person. Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has – Margaret Mead, noted anthropologist.
4. Only naïve people change the world. Not much happens without a dream. A dream is never enough, but for something good to happen the dream must be there first – Robert Greenleaf.
5. 100% responsibility / no excuses. There are always constraints. The question is what will you do in spite of them.
6. Do something... do anything. If you wait for the perfect plan, you may be waiting forever.
7. Always begin in the room you are in. where does change begin? It begins in this room. Why? Because this is the room you are in – Peter Block.
8. Leadership is not a position. If your actions inspire others to dream more, learn more, do more and become more, you are a leader – John Quincy Adams.
9. Stepping up is about speaking up. The world is waiting to hear your voice.
10. Who am I to step up? There are no extraordinary people, only ordinary people who do extraordinary things – Mother Teresa.
11. Creating a culture of stepping up. If you treat people like adults, they will act like adults – Dennis Bakke, former CEO, AES Corporation.
12. One person always matters. It is from numberless diverse acts of courage and belief that human history is shaped. Each time a man stands up for an ideal, or acts to improve the lot of others, or strikes out against injustice, he sends forth a tiny ripple of hope – Robert Kennedy.

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## **Ann Denee says**

What a powerful, amazing, life-changing book. Each chapter focuses on a different way of Stepping Up, a specific behavior, what Stepping up means, what it doesn't mean, and includes personal stories from folks who have stepped up to bring the ideas to life.

It is important as we go through life that we are always working on ourselves, learning new skills (physical and mental), and growing. This book is a great tool to use on that journey. I can see myself owning this book (The copy I read is from the library.) and reading it annually, always looking for a new way to apply the wisdom and advice to my life.

You can (and do) make a difference every time you step up, even in the smallest way. Be that person. Be that voice . See a need. Fill a need (from Robots).

The main takeaway from Stepping Up, for me, is to stop looking to the government to solve problems -- whether they are local or global. All change begins at the grassroots level, when one person has an idea, and then talks with a neighbor, friend, colleague, coworker, etc. about it.

Takeaway #2 - From the chapter titled Stepping Up by Speaking up, there is a huge difference between argumentativeness and verbal aggression. If you are a verbal aggression person, quit. Unlearn it and learn to be part of the solution rather than just a finger- pointing, blaming complainer.

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### **Laurie says**

I listened to the CD of this book and found it engaging and inspiring. John Izzo will be the speaker at my company's offsite and I listened in order to understand what he offers.

His stories about what people have done when they were willing to step ranged from those who created large and amazing organizations to those who were willing to step up and say something at a team development activity. The integration of life style and choices are applicable to our personal lives and our day to day work with colleagues.

He talks about strategies encouraging large change and small change - yet some of the skills are very similar. Some of it may seem so basic and "everyone knows this" type of information, yet it's inspiring and great information to use in new ways with teams or in coaching practices.

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### **Angela Ford says**

This book was fantastic and quite motivating to read at the beginning of the year. If you're tired of being victimized and ready to make a real difference, take responsibility and step it up. No excuses! Read this book for examples of what others have done and learn tips for taking immediate action!

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### **James says**

Inspiring without being too preachy.

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### **Sara says**

I took a bunch of notes on this book. It got my brain firing on all cylinders about ways I could step up and help in my neighborhood, my job, and in my relationships. Instead of seeing the problem and complaining about it, I could take accountability for my part and my "5 rows" (locus of control/sphere of influence). I know I'm going to revisit this book again and again. It is well researched citing several other favorite authors and studies to support the details shared, but when citing it feels very natural and not a lot of extra inserted

data. Read this book! Do it!

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### **Rena DeBerry says**

John sets the book up in the beginning with "If not me to step up, then who? If not now, then when?". He keeps to this theme throughout which gives the book a nice consistency. John does a great job of providing end result examples of how people have stepped up and made a difference. He tries throughout the book to explain how their success did not come overnight, but due to the examples the point of hard work and challenges get lost. Each chapter has practical tips on how anyone can step up to make a difference with a recap of all tips at the end of book. Because John wrote this book in layman's terms, anyone can read it and pick up a tip or two. Overall I am glad I read the book. I would recommend the book to anyone starting their journey in the workforce as it is a good starting point with sound practical advise.

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### **Heather Larcombe says**

Probably about twice as long it needed to be, but I suppose repetition is good when you're trying to encourage people to do something which should come naturally, but usually doesn't. Lots of good examples of ordinary people doing extraordinary things (or even ordinary things that happened to grow, or become bigger than the starter, or what have you).

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