

Caring Accountability

He who walks with wise men will be wise

Provers 12:20a

Accountability

“It is what it is, but it will become what you make it.” Abraham Lincoln

“Whether you think you can or think you can't, you're right.” Henry Ford



Your Catalyst

△ Accountability is the secret sauce for success in almost any endeavor!

Accountability

Definition

- Adjective
 - subject to the obligation to report, explain, or justify something; responsible; answerable
- Noun
 - describes accepting responsibility

Caring Accountability

Comes From The

- **Inside, Internal**
and/or
- **Outside, External**

Caring Accountability



ACCOUNTABILITY

"WE WERE BOTH WRONG, NOT EQUALLY WRONG. YOU WERE AT LEAST SIX MORE WRONGER THAN ME."

Cadence of Accountability

- Team Rhythm
- Peer to Peer so Personal
- Front loaded based on Behaviors
- Weekly WIN Meeting



Your Catalyst

▲ **Accountability must be Personal not Organizational to ultimately succeed.**

Caring Accountability

- Opposite of Love is Apathy
- Accountability must be Front Loaded
- Personal Care required for Accountability to work!



Historical Accountability

- Creates Fear and Stress
- Involves Punishment
- Leads to Good Intentions and Bad Execution
- Results in Blame Game



Your Catalyst

- ▶ Winning ALWAYS BEGINS with Accountability.**
- ▶ Successful Organizations and People FRONT LOAD Personal Accountability into their strategy.**

Peer to Peer Accountability

- **Look outside of your industry.**
- **Choose someone who will be (brutally) honest with you.**
- **Be clear about your expectations.**
- **Agree on consequences.**
- **And Seek Feedback**



Your Catalyst

▶ Bumper Buddies SEA each other.

Bumper Buddies

SEA Each Other

- Support
- Encourage
- Hold Accountable

Six Bumper Buddy Keys

- 1. Requires both Caring and Sharing**
- 2. Discrete and Measurable Goal**
- 3. Buddy with Good Track Record**
- 4. Frequent Communication**
- 5. Allow for Temporary Failure**
- 6. Don't reward Laziness**

Results of Accountability

- **Clearly defined Goals are reached**
- **Resources are better allocated**
- **Satisfaction Increases**
- **Relationships Strengthened**
- **Results Improve**