

ACCOUNTABILITY SELF-ASSESSMENT

1. I communicate regularly and accurately with team members.

Regularly Sometimes Rarely

2. If I don't understand something, I seek out information.

Regularly Sometimes Rarely

3. I own my own problems and circumstances.

Regularly Sometimes Rarely

4. When I make a mistake, I admit it.

Regularly Sometimes Rarely

5. I am proactive, often taking the initiative.

Regularly Sometimes Rarely

6. I ask for the things I need to do my job.

Regularly Sometimes Rarely

7. I analyze my activities and ask, "How is this contributing to organizational objectives?"

Regularly Sometimes Rarely

8. I analyze my activities and ask, "What more can I do?"

Regularly Sometimes Rarely

9. I stand and deliver when it's time to report on my actions.

Regularly Sometimes Rarely

10. I welcome feedback.

Regularly Sometimes Rarely

11. I model accountability for the people I work with.

Regularly Sometimes Rarely

12. I readily address unaccountable behavior in others.

Regularly Sometimes Rarely

Next steps:

For those questions where you have checked *Sometimes* or *Rarely*, ask yourself the following 10 questions:

- 1) In what situations do I find this particularly challenging?
- 2) What's stopping me from being more accountable?
- 3) What are the potential benefits of engaging in the more accountable behavior regularly?
- 4) What are the potential pitfalls?
- 5) How might I address those pitfalls?
- 6) Who do I know who is modeling the more accountable behavior?
- 7) How might I learn from this person?
- 8) Where and when should I get started on improving this behavior?
- 9) Who can support me?
- 10) If I were my own coach, what coaching would I give myself right now?