

Three Pillars of Accountability

Accountability is built before the conversation, not during it.

1

Shared Expectations

You and the other person(s) have the same vision, plan and expectations of each other.

- What does success look like?
- Who is doing what, and by when?
- What do we expect of each other along the way?

2

Resources to Be Successful

The person has the skills and tools to be successful.

- Do they have the skills, or is training needed?
- Do they have the time, tools, information and access?
- Who can they go to for support?

3

Understanding What Happens When . . .

Everyone has a clear understanding of what happens if the expectations are met or not met.

- What happens when expectations are met?
- What happens when they are not met?
- How and when will we check in on progress?



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