

February Accountability

February marks our second month discussing Accountability. This conversation should serve as a debrief from last month and set-up for the ongoing efforts in February and beyond. Remember that we discussed the following concepts: Accountability Ladder, Self-check using STAR, and Cultural Humility. Below you can find an approach to the conversation.

Setting the Stage

The conversation should be focused on how the team used the concepts to support Accountability. Set the stage by reminding the team about the concepts we focused on over the past month and any tools you used.

Debriefing January

Ask your staff about how they used the concepts over the past month, and what was the impact of their behavior on Accountability. Allow for examples to be shared from the team.

Setting up February

Ask the team what they would like to do to start, stop, or continue with their behaviors or actions to continue their support for Accountability.

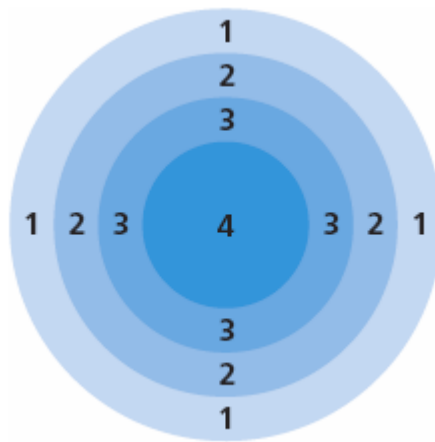
Focusing on what we can control

Empower team members to focus time and energy on the things they can control and to support one another building that mindset. Remember to cast a powerful shadow of accountability as a leader (see next page).

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In times of stress it is easy to find ourselves lower on the mood elevator, and lower on the accountability ladder. These feelings are completely natural and part of our human experience. When we find ourselves becoming defensive, blaming, or making excuses – we are burning our energy in more negative ways. When we find ourselves examining our actions, seeking out clues, and learning from experience to improve – we are burning energy in more positive ways. Let's use a tool that can help us make conscious choices to burn our energy in those positive ways.

First, look at the graphic below and read the legend to the right:



1. Things outside of my control where I do not have input – gravity issues
2. Things outside of my control where I can give input and move on
3. Things I can influence
4. Things I can impact directly (spend most time and energy here)

Now ask, where do you find yourself spending the most time and energy in a day? What is the impact of spending energy on the outer rings versus the inner rings?

The more we can consciously choose to spend our energy in the center of the graphic, the better our success and outcomes (both inside and outside of work).

When we discuss accountability with our teams this month, remember that we are building a mindset that focuses on what we can impact directly. When we build positive mindsets by focusing on what we can control, we build accountability in a positive way. Empower your team members to focus on those things they can control on a day-to-day basis and to support one another to do the same.