

# LEADER AS TEACHER

## ACCOUNTABILITY ASSESSMENT

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Below is a list of 10 best practices in highly accountable cultures. Rate your team's use of these practices, using a scale of 1- 5:

- 1 = Not demonstrated; low importance
- 3 = Demonstrated; medium importance
- 5 = Role model demonstration; high importance.

The Tactics / Idea column will be completed during the session.

Do our team members ...	The practice is demonstrated	The practice is important	Tactics / Ideas
<b>Define clear results</b> Everyone knows what they are working for and how their job assists organizational success.			
<b>Focus on outcomes, not activity</b> People think about if they achieved the needed result and use that as the measure, rather than believing if they've completed all their tasks, they've done what they're supposed to do... whether or not the result was achieved.			
<b>Chose to make a positive contribution</b> All make a positive contribution, no matter who we are or what our role is in the organization.			
<b>Ask the right questions</b> Questions are framed to achieve better outcomes in challenging situations. Do we seek to understand first? Do we ask open-ended questions?			
<b>Face problems head on</b> People own their problems and don't complain, blame or make excuses.			
<b>Have clearly defined roles</b> Everyone understands their role and work processes.			

Do our team members ...	The practice is demonstrated	The practice is important	Tactics / Ideas
<b>Have a sense of ownership for team process and results</b> Team members seek information, give and receive feedback and point out problems (with the intent to solve) at any time.			
<b>Team members have decision making authority</b> People have the freedom and control they need to make decisions.			
<b>Treat problems like gold</b> People take initiative to solve problems and learn from mistakes, in order to improve the next time.			
<b>Seek feedback</b> People seek feedback because they know it is intended to add to their knowledge and make the work better.			