LADDER OF ACCOUNTABILITY

8 **Implement Solutions:**
"We will do..."

7 **Find / Create a Solution:**
"What if we/I..."

6 **Own - It:**
"I could have done..."

5 **Acknowledge Reality:**
"I see where ..."

4 **Wait and Hope:**
"Maybe ____will come along"

3 **Excuses:**
"Well you see..."

2 **Blaming:**
"It wasn't me, it was..."

1 **Denial:**
"I didn't know."

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LADDER OF ACCOUNTABILITY

Where do you find your team on this ladder?

Try this conversation at your next meeting or planning session.

- What have you each noticed about our team's accountability?
- What do you particularly appreciate about how things are handled?
- What could be handled better?
- What are possible ways to properly address our accountability issues going forward?
- What might happen if we do not address accountability issues?
- What is your response to assuring accountability going forward?

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