REALITY-BASED LEADERSHIP

Accounting For...

Stop blame and finger-pointing by accounting for your own part in the results.

Accountability isn't a dirty word, it's the biggest predictor of happiness and results on a team. When a team falls short, it's easy to slip into blame. Call a timeout and start accounting for what is happening instead: if you can't account for how you got somewhere, you can't change it if it isn't working, or repeat it if it is.

What's happening right now with the situation?

What are our results thus far? Did we achieve our goal?

Watch for lowering of standards or seeking bonus points for circumstances.

What's your part in what's happening? How are you personally contributing?

Use "I" statements, not "we" or "them" - "I assumed, I chose, I did, I didn't." Listen for untrue stories, judgments, speculation, and assignment of motive.

What could you change to ensure your success in the future?

Listen to make sure changes are in the first person and not about having more resources, changing others, or changing their reality.

NOW, TAKE NEXT RIGHT ACTION - WHAT ARE YOU COMMITTING TO IN THE FUTURE?

List the practical, next right actions you can take to get the project back on track — and what you'll commit to in the future to increase your likelihood of sustained results.

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