TRUST EDGE
SIX-STEP ACCOUNTABILITY FRAMEWORK™

Accountability is…a metric with a recurring conversation that has clear ramifications for performance.

The goal of accountability is…to align what is *said* and what is *done* for a higher performing culture and trusted results.

Accountability works best…when people know they are valued…where decisions are driven down closest to the point of impact…with responsible individuals.

1│Clear Goal

Am I clear about our shared goal?

What is the specific goal?_____

_____ Due: _____

Reminder: Create a How? How? How? plan for your part of hitting the goal.

2│Clear Ability

Do I have the capability/resources to follow through on my commitment?

What do I need to see my commitment through? _____

_____
(Resources? Team/leadership backing? Appropriate time/deadline?)

3│Clear Metric

What does success look like?

Measurable progress indicator: _____ Due: _____

What will I do *daily* to push the goal forward? _____

What will I do *weekly* to push the goal forward?_____

Other: _____

4│Clear Check-in

Are we staying connected and informed as we pursue our goal?

With whom? _____   Frequency?_____

Am I on track to complete my part of the goal? _____

If not, what pivots are needed? _____

_____

Note: After each check-in, reassess if the goal should continue to be a priority.

5│Clear Results

Rewards and consequences should be connected to results. Without consequences for behavior/performance, there can't be a culture of accountability.

Determine the reward(s)/repercussion(s) for the success/failure of this goal:

	Success = Reward(s)	Failure = Repercussion(s)
for myself		
for individual/team		
for company		

6│Clear Commitment

What is my commitment level?

Will I own part or all of this?_____   My commitment level (1-10):_____

Can I say "no" or negotiate if I cannot fully commit?_____

Am I aligned with my leader on how this fits in our priorities? _____

Specific expectations for the next step of the commitment:_____

_____

*Accountability aligns what is **said** and what is **done**
for a higher performing culture and trusted results!*

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