



Go First

After an agreed-upon period, it's time to Check In.

An effective check in conversation isn't a "gotcha" moment, and it's not about "what's going wrong". It's about mutual accountability for *"What's going well and what can be improved/adjusted to keep us moving toward success?"*

If you can see that things are truly progressing well, that's great - affirm the progress!

If you see that something is not in order, move into a "learning" conversation:

1 MODEL ACCOUNTABILITY: GO FIRST

Here's the critical first step in a "positive accountability" conversation: Go First.

The foundation for a culture of "positive accountability" is to **model accountability** - that is, to hold yourself accountable first.

After all, if my mindset is, "I've done nothing wrong. If there's any problem, it's all your fault", then that's hardly a positive approach.

Start the discussion with:

- *What did I do / not do that contributed to the issue / problem / challenge? What could I have done better / differently?*
- *What can I do differently going forward to set us up for success?*

Once you have openly acknowledged what you can do differently, now you can ask them.

2 ASK THEM

Ask for their input and ownership of course-correction (in other words, hold them accountable for their part):

- *What did you do / not do that contributed to the issue / problem / challenge? What could you have done better / differently?*
- *What can you do differently going forward to set us up for success?*

3 LEARN TOGETHER

Demonstrate that you can each learn something from the situation, and then update the path forward. Make adjustments to the plan to set up for success.

- *Do we need to revise our timetable?*
- *When should we have our next check in? Etc.*

NOTE: If there's a breakdown in accountability, see "[The Accountability Pathway](https://www.johnriordan.com)" - a free resource at [WWW.JOHNRIORDAN.COM](https://www.johnriordan.com).

Go First - Worksheet

Plan your next check in conversation before you have it - write your answers in your own words.

This check in is with: _____ **By when:** _____

STEP 1 - GO FIRST: HOLD YOURSELF ACCOUNTABLE FIRST

What did I do / not do that contributed to the issue / problem / challenge?

What could I have done better / differently?

What can I do differently going forward to set us up for success?

STEP 2 - ASK THEM

Ask for their input and ownership of course-correction. How will I open the conversation - in my own words?

STEP 3 - LEARN TOGETHER

What adjustments will set us up for success? Do we need to revise our timetable?

Our next check in: _____

A good check-in isn't surveillance - it's support.