



Learn & Grow

This is the step that makes it Positive Accountability: Learn & Grow.

Every outcome - success or setback - contains a lesson.

The point is to turn the outcome into insight, the insight into a better agreement, and that better agreement into better results.

1 WHAT CAN I LEARN — AND HOW WILL I GROW?

Before you ask anything of your team member, look inward:

- *What did I learn about myself as a leader through this process?*
- *What assumptions did I make that I need to re-examine?*
- *Where did I fall short of my own standards - and what does that tell me?*
- *What is one concrete commitment I'm making to lead better next time?*

2 WHAT CAN YOU LEARN — AND HOW WILL YOU GROW?

Now invite them into the same honest reflection:

- *What did you learn about your own work and approach?*
- *What would you do differently - and why?*
- *What's one specific commitment you're making to grow from this experience?*

3 WHAT CAN WE LEARN — AND HOW WILL WE GROW AS A TEAM?

Finally, zoom out. Some lessons belong to the relationship, the process, or the team — not just to one person:

- *What did we learn about how we work together?*
- *What patterns are showing up that we need to address?*
- *What does our next agreement need to look like, based on what we just experienced?*
- *How do we carry this learning forward - not just into the next project, but into how we work together?*

Traditional accountability all too often looks for who to blame.

Positive Accountability looks for what we can learn and how we can grow.

*Every cycle should produce
a stronger agreement, a clearer process, and better results.*

Learn & Grow - Worksheet

At the end of the project - or after a setback - capture the lessons at all three levels. If it isn't captured, it disappears.

WHAT CAN I LEARN - AND HOW WILL I GROW?

What did I learn about myself as a leader? What is one concrete commitment I'm making to lead better next time?

WHAT CAN YOU LEARN - AND HOW WILL YOU GROW?

What did you learn about your own work and approach? What's one specific commitment you're making to grow from this experience?

WHAT CAN WE LEARN - AND HOW WILL WE GROW AS A TEAM?

What did we learn about how we work together? What does our next agreement need to look like, based on what we just experienced?

ONE THING WE WILL DO DIFFERENTLY IN OUR NEXT AGREEMENT:

Every cycle should produce a stronger agreement, a clearer process, and better results.