

THE STRENGTHS STUDIO

Illuminate Potential. Expand Possibility.

BUILD ACCOUNTABILITY AS A SYSTEM, NOT A TRAP

Instructions: Use the worksheet to reflect and explore your lens and approaches towards accountability. Think about your strengths in terms of how you view accountability, hold yourself accountable, hold others accountable, and what gets in your way.

CONSIDER YOUR LENS

My Top Themes	How My Themes Support Accountability	How My Themes Can Get in the Way

- How do I tend to hold myself accountable?
- How do I tend to hold others accountable?
- Which pattern (abandon, rescue, support) do I reach for instinctively? What might I do differently?
- Which step of the Shared Accountability Framework will be easiest for me? Which will take the most effort?
- Considering my themes and patterns, what is one thing I might do differently or test moving forward?

SHARED ACCOUNTABILITY FRAMEWORK

1	Name the Outcome & the Owner
2	Set Shared Expectations & Engage in the Needs/ Supports Conversation
3	Create Visible Checkpoints & Surface Gaps
4	Follow Through, Follow Up, and Cultivate Trust

CLOSING REFLECTIONS

- Where in my work (or life) is accountability currently drifting?
- Am I closer to abandoning, rescuing, or genuinely supporting in this situation?
- If I consider the others involved, what would it look like to invite them into a real conversation about what we both need in order to stop the accountability drift and achieve the desired outcomes?