



Accountability

*"When it comes to privacy and accountability, people always demand the former for themselves and the latter for everyone else." **David Brin***

*"A body of men holding themselves accountable to nobody ought not to be trusted by anybody." **Thomas Paine***

Definition: an obligation or willingness to accept responsibility or to account for one's actions. Accountability is answerability, blameworthiness, liability, and the expectation of account-giving.

Mentoring: Listening, asking questions, setting goals, and holding people accountable. Accountability is the most difficult and least practiced.

The Principles of Accountability

Have the Other's Best Interest at Heart

***Proverbs 27:6** says, "Wounds from a friend can be trusted; but an enemy multiplies kisses."*

An accountability partner has the other's best interest at heart and will tell them the things they do not want to hear because they are interested in their spiritual welfare.

Iron Sharpens Iron – It Keeps Us Growing

***Proverbs 27:17** says, "Iron sharpens iron, as one man sharpens another."*

The sharpening of a knife entails removing part of the steel. The process is accomplished by grating the blade with something harder than the steel of the knife. If the knife is very dull, then a rougher material should be used to begin the sharpening process. If the knife is fairly sharp, then a smoother, gentler honing is used to finish the final edge of a knife. Accountability relationship is like the honing process of a knife. When our edge has become very dull, then usually some large adjustments need to be made, but if we are able to "keep my edge" in a spiritual sense, often only a soft honing is needed.

Speak the Truth in Love

***Ephesians 4:15**, "Rather, speaking the truth in love, we are to grow up in every way into him who is the head, into Christ"*



Keep the right order and the right balance as you share your insights and wisdom with your accountability partner.

Seek Godly Accountability

Hebrews 10:24-25 *"Let us consider how we may spur one another on toward love and good deeds, Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another-and all the more as you see the day approaching."*

Accountability has an end goal of love and good deeds as the result of the interaction. Especially in light of the difficult days we face. Accountability restores and refreshes while keeping us out of the ditch.

The Practice of Accountability

"Accountability only works if you want it to." **Dillon Burroughs**

Accountability - Inspect What We Expect

Accountability is one of the great challenges and opportunities for a leader in business. Too often we feel uncomfortable holding others accountable or don't like being held to an account ourselves.

Teams and people that do not hold one another accountable...

- Create resentment among team members who have different standards of performance
- Encourage mediocrity
- Miss deadlines and key deliverables

Accountability is the process of giving a report or to furnish an explanation of responsibility in relation to a project or situation to achieve an agreed upon result.

What Gets Measured gets Completed

The golden rule of management is **"what gets measured gets completed."** This is accountability. Accountability can be a great asset in helping teams and organizations



flourish and succeed. It is fundamental to teamwork. Accountability means the willingness of team members to remind one another when they are not living up to agreed-on performance standards.

Helping People Take Responsibility

“Man must cease attributing his problems to his environment, and learn again to exercise his will – his personal responsibility.” **Albert Einstein**

Like discipline, responsibility is one of the most important things to grow and to feel good about your life. Without it as a foundation nothing else here or in any personal development book really works.

There is always a price to pay. Not taking responsibility may be less demanding, less painful and mean less time spent in the unknown. It's more comfortable. You can just take it easy and blame problems in your life on someone else. But there is always a price to pay. When you don't take responsibility for your life you give away your personal power.

Exercise Backbone and Heart

Backbone is having the nerve to --

- Is being firm , clear, and direct in action and communication.
- Taking on difficult situations or problems.
- Staying with the problem until it is resolved.

Heart is having the nerve to --

- Be interested in others' positions,
- Express care and encouragement
- Being able to listen for the story behind the story.
- Give grace when needed.