

THE 6 FACETS OF ACCOUNTABILITY

It's important to be specific and constructive when holding someone accountable. When something is not working, first identify where the gap is from one of these 6 categories.

1



Outcome

Did this move what matters?

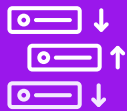
2



Behavior

Did the way we worked strengthen or weaken the system?

3



Prioritization

What are we choosing to do, and not do?

4



Learning

What do we know now that changes the decision?

5



Alignment

Are we aligned to strategy, priorities, and decisions needed?

6



Ownership

Who owns the recommendation and next move?