

**LEAD MENTORING PROGRAM**  
**LEADERSHIP EXCELLENCE, ACHIEVEMENT, AND DEVELOPMENT**  
**Levels of Ongoing Accountability**

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Accountability conversations do not have to be formal. But they do need to be meaningful and regular. Periodically asking, "How is it going?" keeps accountability at the forefront. Unless external accountability measures are built in, the temptation is to sidestep it altogether. Mentoring partners ought to address the following: accountability for the relationship, accountability for the learning process, and accountability for the achievement of learning goals.

<b>The relationship</b>	How are we doing?  What is the quality of our interaction?  In what ways might we strengthen our relationship?
<b>The learning process</b>	Is the process we are using working to facilitate your learning?  In what ways are your learning needs being met? Not met?  What might we do to make the process work better for you?  What do we need to change or strengthen?  What are you learning about yourself as a learner in this process?
<b>Progress toward learning goals</b>	What progress are you making toward realizing your learning goals/  What is your greatest success thus far?  What is your biggest frustration?  What gives you the most satisfaction about what you are learning?

Adapted from Lois J. Zachary, *The Mentor's Guide: Facilitating Effective Learning Relationships*