**Accountability or Ownership**

It’s important to distinguish those things for which people can be held accountable by holding their feet to the fire, and those things for which they cannot be held accountable but which must be accomplished through personal ownership.

Have a look at the below and decide which point you can hold people accountable for and which one you cannot hold people accountable for, i.e. they have to take ownership themselves for.

1. Complying with rules
2. Showing up on time
3. Living values
4. Being emotionally present
5. Discipline
6. Loyalty
7. Saying the right words
8. Meeting budgets
9. Asking the right questions
10. Thinking entrepreneurially
11. Working with passion
12. Meeting deadlines
13. Results
14. Dreams
15. Caring
16. Competence
17. What they say at work
18. What they say at home
19. Appearance
20. Treating people with respect
21. Pride
22. Honoring people’s dignity
23. Saluting
24. Laughing
25. Their job description
26. Keeping their feet to the fire
27. Their life decisions
28. Putting their hearts into the work

|  |  |
| --- | --- |
| **You can hold people accountable for:** | **But not for:** |
| *Complying with rules* | *Living values* |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |