

Accountability Grid



A Spark resists the powerful human instinct to place blame. Sparks seek to identify how their actions — or inaction — have contributed to mistakes, missteps, problems, or any other less-than-best outcome they are responsible for, or associated with.

Sparks break down challenges into aspects of the challenge that they can control, and aspects of the challenge they cannot control. By focusing their time, effort, and energy on the aspects they can control, Sparks slowly, but surely, build influence over the aspects of their challenges that they do not control. Practicing and leading with individual accountability inspires team accountability.

① Identify three professional challenges you face in your environment.

1. _____

2. _____

3. _____

② When you further examine the challenge, you begin to understand your role in addressing it. Identify aspects of those challenges that you can control and that you can't.

	CONTROL	DON'T CONTROL
CHALLENGE 1	_____	_____
	_____	_____
	_____	_____
	_____	_____
	_____	_____
	_____	_____

	CONTROL	DON'T CONTROL
CHALLENGE 2		
CHALLENGE 3		

3 Identify two actions you can take to demonstrate accountability to these challenges and to promote a culture of accountability.

1. _____

2. _____
