

**35 - Personal Accountability** - Takes responsibility for the results and future direction of the organization.

	Basic	Proficient	Advanced
<b>Professional/ Specialist</b>	<ul style="list-style-type: none"> <li>• Usually accepts ownership for the leadership and effectiveness of the organization</li> <li>• Demonstrates a positive attitude</li> <li>• Does not focus enough attention on determining what can be done to make progress; can dwell too much on why it can't be done or blaming others for problems</li> <li>• Does not always recognize what one can and can't control; can focus energy on areas that one can not affect</li> <li>• Tells others to have a sense of accountability; encourages people towards greater results</li> <li>• Acknowledges own mistakes; asks for feedback</li> </ul>	<ul style="list-style-type: none"> <li>• Willingly accepts ownership for the leadership and effectiveness of the organization; looks for ways to make a difference</li> <li>• Consistently demonstrates a positive can-do, overcome-any- barrier attitude</li> <li>• Focuses attention on determining what can be done to make progress rather than on why it can't be done or blaming others for problems</li> <li>• Recognizes what one can and can't control; focuses energy on areas that one can affect rather than on things one can't</li> <li>• Coaches others to instill a sense of accountability; uses ownership as a way to empower people towards greater results</li> <li>• Acknowledges own mistakes and limitations; seeks and accepts constructive criticism</li> </ul>	<ul style="list-style-type: none"> <li>• Willingly accepts ownership for the leadership and effectiveness of the organization, even with very difficult projects and tasks; finds ways to make a difference</li> <li>• Consistently demonstrates a positive can-do, overcome-any- barrier attitude even when faced with extremely challenging demands</li> <li>• Focuses attention on determining what can be done to make progress rather than on why it can't be done or blaming others for problems; does not let anything get in the way of progress</li> <li>• Instinctively knows what one can and can't control; proactively focuses all energy on areas that one can affect and avoids things one can't</li> <li>• Effectively coaches others to instill a sense of accountability; creates ownership that empowers and motivates people to greater results</li> <li>• Openly acknowledges own mistakes and limitations; seeks and accepts constructive criticism that is used to hold him/herself accountable</li> </ul>

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<b>Supervisor/ Manager</b>	<ul style="list-style-type: none"> <li>• Usually accepts ownership for the leadership and effectiveness of the organization</li> <li>• Demonstrates a positive attitude</li> <li>• Does not focus enough attention on determining what can be done to make progress; can dwell too much on why it can't be done or blaming others for problems</li> <li>• Does not always recognize what one can and can't control; can focus energy on areas that one can not affect</li> <li>• Tells others to have a sense of accountability; encourages people towards greater results</li> <li>• Acknowledges own mistakes; asks for feedback</li> </ul>	<ul style="list-style-type: none"> <li>• Willingly accepts ownership for the leadership and effectiveness of the organization; looks for ways to make a difference</li> <li>• Consistently demonstrates a positive can-do, overcome-any- barrier attitude</li> <li>• Focuses attention on determining what can be done to make progress rather than on why it can't be done or blaming others for problems</li> <li>• Recognizes what one can and can't control; focuses energy on areas that one can affect rather than on things one can't</li> <li>• Coaches others to instill a sense of accountability; uses ownership as a way to empower people towards greater results</li> <li>• Acknowledges own mistakes and limitations; seeks and accepts constructive criticism</li> </ul>	<ul style="list-style-type: none"> <li>• Willingly accepts ownership for the leadership and effectiveness of the organization, even with very difficult projects and tasks; finds ways to make a difference</li> <li>• Consistently demonstrates a positive can-do, overcome-any- barrier attitude even when faced with extremely challenging demands</li> <li>• Focuses attention on determining what can be done to make progress rather than on why it can't be done or blaming others for problems; does not let anything get in the way of progress</li> <li>• Instinctively knows what one can and can't control; proactively focuses all energy on areas that one can affect and avoids things one can't</li> <li>• Effectively coaches others to instill a sense of accountability; creates ownership that empowers and motivates people to greater results</li> <li>• Openly acknowledges own mistakes and limitations; seeks and accepts constructive criticism that is used to hold him/herself accountable</li> </ul>

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<b>Director/ Executive</b>	<ul style="list-style-type: none"> <li>• Willingly accepts ownership for the leadership and effectiveness of the organization; looks for ways to make a difference</li> <li>• Consistently demonstrates a positive can-do, overcome-any- barrier attitude</li> <li>• Focuses attention on determining what can be done to make progress rather than on why it can't be done or blaming others for problems</li> <li>• Recognizes what one can and can't control; focuses energy on areas that one can affect rather than on things one can't</li> <li>• Coaches others to instill a sense of accountability; uses ownership as a way to empower people towards greater results</li> <li>• Acknowledges own mistakes and limitations; seeks and accepts constructive criticism</li> </ul>	<ul style="list-style-type: none"> <li>• Willingly accepts ownership for the leadership and effectiveness of the organization, even with very difficult projects and tasks; finds ways to make a difference</li> <li>• Consistently demonstrates a positive can-do, overcome-any- barrier attitude even when faced with extremely challenging demands</li> <li>• Focuses attention on determining what can be done to make progress rather than on why it can't be done or blaming others for problems; does not let anything get in the way of progress</li> <li>• Instinctively knows what one can and can't control; proactively focuses all energy on areas that one can affect and avoids things one can't</li> <li>• Effectively coaches others to instill a sense of accountability; creates ownership that empowers and motivates people to greater results</li> <li>• Openly acknowledges own mistakes and limitations; seeks and accepts constructive criticism that is used to hold him/herself accountable</li> </ul>	<ul style="list-style-type: none"> <li>• Creates a culture that willingly accepts ownership for the leadership and effectiveness of the organization, even with very difficult projects and tasks; finds ways to make a difference</li> <li>• Is a role model for consistently demonstrating a positive can-do, overcome-any- barrier attitude even when faced with extremely challenging demands</li> <li>• Instills a mindset in others that focuses attention on determining what can be done to make progress rather than on why it can't be done or blaming others for problems; encourages others to not let anything get in the way of progress</li> <li>• Coaches others to know what one can and can't control; helps them to proactively focuses all energy on areas that one can affect and avoids things one can't</li> <li>• Helps other leaders to effectively coach others to instill a sense of accountability; helps them to create ownership that empowers and motivates people to greater results</li> <li>• Leads by example by openly acknowledging own mistakes and limitations; seeks and accepts constructive criticism that is used to hold him/herself accountable</li> </ul>