



Self-Assessment - Your Current Accountability Culture

Take a few moments to honestly assess the current state of accountability within your company. For each statement below, circle the number that best reflects your reality.

1 = Strongly Disagree 2 = Disagree 3 = Neutral 4 = Agree 5 = Strongly Agree

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|---|---|---|---|---|---|
| 1. Our company's vision and core values are clearly understood by all employees. | 1 | 2 | 3 | 4 | 5 |
| 2. Employees in my company consistently take ownership of their tasks and outcomes. | 1 | 2 | 3 | 4 | 5 |
| 3. Deadlines are generally met, and commitments are honored across all teams. | 1 | 2 | 3 | 4 | 5 |
| 4. We have open and honest communication channels where progress and challenges are freely discussed. | 1 | 2 | 3 | 4 | 5 |
| 5. Employees regularly receive specific and constructive feedback on their performance. | 1 | 2 | 3 | 4 | 5 |
| 6. Our leadership team consistently models accountable behaviors. | 1 | 2 | 3 | 4 | 5 |
| 7. We have clear and measurable goals at individual, team, and organizational levels. | 1 | 2 | 3 | 4 | 5 |
| 8. Mistakes are viewed as learning opportunities rather than reasons for blame. | 1 | 2 | 3 | 4 | 5 |
| 9. Employees feel empowered to make decisions and take initiative within their roles. | 1 | 2 | 3 | 4 | 5 |
| 10. There is a strong sense of trust within the company. | 1 | 2 | 3 | 4 | 5 |

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Total: ____ /50

What your Accountability Score Indicates

41-50: Accountability Champion

Your organization demonstrates a strong culture of accountability with clearly understood values, consistent ownership of outcomes, and high trust. Only minor refinements needed to maintain excellence.

31-40: Accountability Practitioner

Your organization has established solid accountability practices but has room for improvement. Focus on strengthening specific areas to elevate your accountability culture.

21-30: Accountability Developing

Your organization shows some accountability foundations but significant gaps exist. A structured approach to improving accountability practices is needed.

11-20: Accountability Challenged

Your organization struggles with fundamental accountability concepts. Immediate attention and comprehensive restructuring of accountability systems required.

0-10: Accountability Crisis

Your organization has critical deficiencies in accountability practices. Urgent intervention needed across all areas to establish basic accountability structures.