

# Accountability Circles

FOR  
COMMUNICATION & TEAMWORK

Accountability Circles provides organizations with the tools to overcome the negative reaction to accountability. Instead of using the word accountability to mean "pinning blame on people when things go wrong," we can redefine the word to mean **"holding people accountable for correcting the problem."** We need to shift the meaning and practice of accountability from accountability equals punishment to **accountability equals finding solutions to problems.**



**Accountability for Solutions leads to high trust and high productivity**, so that people:

- **Open up and communicate** — Naturally sharing more accurate and complete information with one another.
- **Become more innovative and take greater risks** — Entertaining new ideas and doing new things as they stretch to reach new, higher goals.
- **Feel empowered and begin to lead** — Assuming responsibility and taking control, giving direction to what's happening and getting things done.