

How Accountable Are You?

Consider each of the questions in the self-test below and decide if you (5) Strongly Agree, (4) Agree, (3) Somewhat Agree, (2) Disagree, or (1) Strongly Disagree with the statements made about the level of accountability in your life.

	Strongly Agree				Strongly Disagree
1. When I make commitments, promises, or agreements, I keep them.	5	4	3	2	1
2. I don't avoid making commitments. I know this is how I grow and earn trust.	5	4	3	2	1
3. I think carefully before I make a promise, to ensure that I can honor that promise.	5	4	3	2	1
4. Commitments don't make me anxious or uncomfortable; in fact I welcome the opportunity to make promises	5	4	3	2	1
5. I honor the promises I make to myself.	5	4	3	2	1
6. If I have to change a deadline or agreement, I have a good recovery plan that solidifies trust from others.	5	4	3	2	1
7. Others trust me to honor my promises and keep my agreements.	5	4	3	2	1
8. I feel good about myself; I have a high regard for myself.	5	4	3	2	1
9. I keep promises because I know it is right not just because it is expected that I do.	5	4	3	2	1
10. I don't commit to something just because I want people to like me more; I agree to something because I enjoy doing so.	5	4	3	2	1
11. I don't make excuses when I make a mistake; I take responsibility without blaming others.	5	4	3	2	1
12. I am clear about the deadlines that come with the agreements (e.g. "I'll get this back to you by next Friday. Does that work for you?")	5	4	3	2	1
13. I don't feel stressed by the people I work and live with.	5	4	3	2	1
14. People see me as a stable person who is trustworthy.	5	4	3	2	1
15. I have no problem saying no when I know I am unable or unwilling to keep a promise.	5	4	3	2	1
16. I enjoy being around people and manage my expectations of others well.	5	4	3	2	1
17. I don't make vague promises (e.g. "Let's get together sometime soon.")	5	4	3	2	1
18. People I regularly interact with would call me a person who can be counted on.	5	4	3	2	1
19. I don't gossip about others; I am loyal in people's absence.	5	4	3	2	1
20. I don't make excuses or blame others when I make mistakes.	5	4	3	2	1

How Accountable Are You? *...continued*

After you have answered the questions, consider having people closest to you – at work and in your personal life – rate you. Notice any inconsistencies between how you rate yourself and how others rate you.

Scoring:

- 80+: Very Accountable
- 60-80: Accountable
- Below 50: Some focused attention is being called for to live more accountably.

Your answers to these twenty questions give you a snap shot of how accountable you are at this moment in time. These scores will undoubtedly fluctuate depending on what is going on for you and what stage you are at in your life. There is no right or wrong score. What is important is to start reflecting upon how accountable you are and what areas you may want to focus on developing. To grow in accountability, it is important to recognize the gaps as well as the areas where you are accountable. Accountability is not a destination, a goal to be sought after, but rather it is a method of travel.

- In what areas do I feel good about myself, where I feel that I am accountable?
- Where are my “accountability gaps” – areas that are in need of further awareness and focus?
- What actions are needed?