Instead, leaders can encourage more responsibility among employees by creating an environment where employees feel empowered to find their own ways to stay on top of things. A top-down approach makes employees feel like children, which doesn't cultivate trust and respect. Instead, employees are more likely to shut the door to curiosity, destroy opportunities to have productive conversations, and create a culture of blame rather than accountability.

Are concepts like "responsibility" and "being held accountable" viewed negatively by your employees? Most likely, it's because leaders have tried to mandate responsibility from the top down, often with negative consequences. It's important to consider the role of accountability in the workplace and how leaders can foster an environment where employees feel empowered to take ownership of their work.

“Accountability breeds response-ability.” - Stephen R. Covey

By considering the role of accountability in the workplace, leaders can inspire and influence others to take ownership of their work, starting with themselves. Accountability is less about placing blame and more about creating an environment where everyone feels empowered to take charge of their success and failures.

Kevin Eikenberry

The concept of accountability and the concept of holding someone accountable are blended and become synonymous with the three pillars of effective performance management; yet, so many of us don't quite understand it and often get it wrong. The truth is, accountability is not about blaming others but also what we do not do, what we fail to do.

“An optimistic workplace is shaped by the steward’s belief that a day out is when leaders know their personal values.” (pg. 78)

Employee well-being is critical for creating a positive work environment. Trust increases when people can rely on you mostly predictable ways of being. Knowing your personal values helps you know where your line in the sand is - what you’ll tolerate and what you won’t. Knowing your personal values also gives insight to every one of our decisions, and knowing them and living by them make us effective leaders.

By becoming a leader who is truly accountable, you inspire and influence others to take responsibility for their work and their success. Accountability is about being a leader who has a story and life goals. It’s about being someone who people feel comfortable talking to and sharing their successes and failures with. Accountability is less about placing blame and more about creating an environment where everyone feels empowered to take charge of their work and their success.