

## Accountability

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Complainers settle for less. Accountable people accomplish great things and never settle for less. Complainers make a pastime of discussing regrets. Accountable people grasp life and leave a legacy of how to fulfill aspirations. As a leader are you seeking to create a legacy?

Accountability requires action. Give up blaming people and situations for events that occur. Much of our conditioning in life has trained us to make excuses when we don't like what is happening. Our words create the environment we live in. Some complainers begin to believe that they are not responsible for what is happening to them. Start disciplining yourself today to do what is right instead of what is easy. Begin taking responsibility for your life today by listening to your internal communication messages. Since we are creatures of habit, turning off unproductive habits such as complaining can be a challenge, unless we know the warning words. Consider the following phrases as caution signals that alert us to the fact that we are about to blame someone else for a situation. "If only...., I didn't.....They should have.... I would have...." Most of these phrases are followed by comments that describe us as helpless individuals with a lack of control of our lives. We either create situations or allow ourselves to become victim to them. Change these phrases to " I am ... I did... I will... I am going to." Ask yourself questions to know why you are avoiding accountability.

1. What is the pay off for being honest?
2. What cost for complaining?
3. Identify how you allowed the situation to happen?
4. Are you pretending to not know something?
5. What action can you take?
6. What questions can you ask or what requests can you make?
7. When will you do this?

Effective external communication skills increase our accountability to those we lead. Ask questions to encourage people to share what they know. Ask questions to gain clarity and be prepared to listen, even if the answer isn't what you were hoping to hear. Be a proactive communicator, keeping people well informed about what is happening. Demonstrate to the people in your life that you are willing to take responsibility for your reactions to situations. Build vital healthy relationships by being reliable and trustworthy.

Accountability sets off chain reactions in our life. Our willingness or lack of willingness to take responsibility in our past impacts situations in our future. The less responsible people are in taking action and in making decisions, the more susceptible they are to becoming victims of someone else's influences or attitudes. If we look at our life or careers in terms of small choices we made, or didn't make, then we can more clearly see where our accountability or lack thereof led us to where we are today. An example of this is getting a college education. Students generally only take those courses that are required, and are rarely encouraged to take extra courses that could benefit them or build their talents. Why? Because it is the easier path to follow what someone else tells us to do than to say what we want to do to help ourselves. In this case a person may miss out on taking courses that would increase their confidence or knowledge or even support their passion. Please avoid

Reward yourself for being accountable! There is an internal payoff for being honest, but for some people that isn't enough. So reward yourself and those you lead who verbalize and demonstrate

accountability on a daily basis. Promote accountability. So take the lead today! Let go of the old habit of complaining, replace it with verbalizing and demonstrating responsibility for the situations that you encounter. Once this is accepted, our attitude and outlook will help to build a whole and happy life. When we change the way, we think we can change our life.