MERCYONE℠

SOSD® Accountability

ABOVE THE LINE®
Steps To Accountability®

D *DO IT®*
S *SOLVE IT®*
O *OWN IT®*
S *SEE IT®*

THE LINE

WAIT & SEE

COVER YOUR TAIL

CONFUSION / TELL ME WHAT TO DO

FINGER POINTING
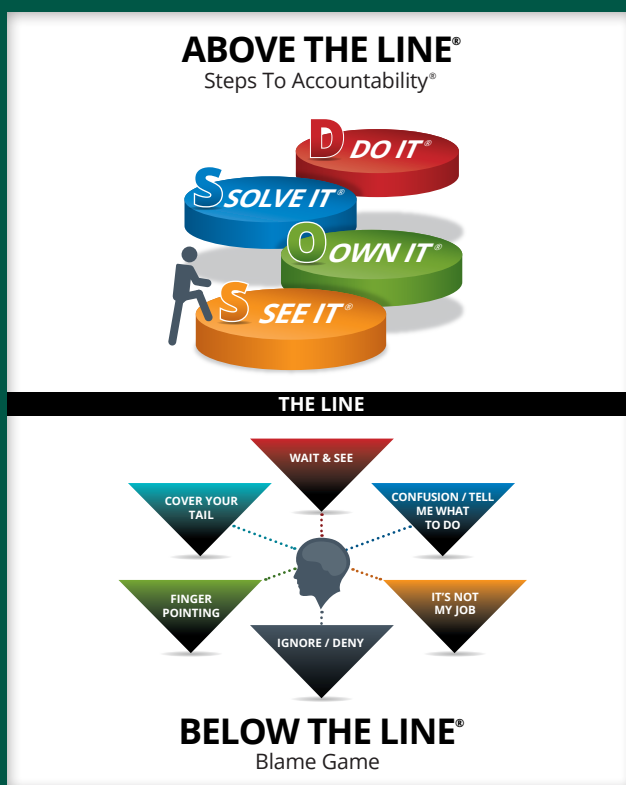
IT'S NOT MY JOB

IGNORE / DENY

BELOW THE LINE®
Blame Game

1 Identify your **Accountability Gap®**

Choose a Key Result:

Identify Accountability Gaps that could jeopardize this Key Result. Then circle the gap that you most need to close.

_____

_____

_____

_____

MERCYONE℠

2 Apply the **Steps To Accountability®**

Accountability Gap (circled on Step 1):

Ask these questions to examine this gap and take accountability to close it!

S SEE IT® — What is the reality I (we) most need to acknowledge?

1. What is not working?
2. What are the "hard things" I (we) need to hear?
3. Who do I (we) need to ask for feedback?

O OWN IT® — How am I (are we) contributing to the problem and/or solution?

1. Who needs to be involved?
2. How do I (we) move to buy-in/invest?
3. Who do I (we) need to offer feedback to?

S SOLVE IT® — What else can I (we) do? Make it Fun! Try 10 — 10 — 10

1. What extra steps can I (we) take?
2. What do I (we) assume is outside my (our) control that may not be?
3. Who else could help me (us) solve the problem?

D DO IT® — What am I (are we) accountable to do in the next 10 days?

1. How will I (we) execute and close the gap?
2. How will I (we) stay Above The Line in the face of obstacles?
3. How can I (we) report my (our) progress in a transparent way?

WHO	WHAT

10
GENERATE
10 Ideas

10
IN
10 Minutes

10
IMPLEMENT AT LEAST
1 IN **10** Days