

ULTIMATE TEAMMATE

ACTIVATION:
THE POWER OF ACCOUNTABILITY

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Accountability is about ownership, and while the strongest teammates don't control every outcome, they always own their impact. This exercise will help you shift from reaction to responsibility.

1. **Own your role:** Think of a recent conflict, setback, or disappointment. Instead of focusing on what others did, ask:

- **What role did I play in this outcome?**

- **What did I say or do (or not say or do) that contributed?**

- **Where did I have influence and didn't use it?**

- **What could I have done differently?**

2. **Discomfort and growth:** When was the last time you felt uncomfortable admitting you were wrong? What did that experience teach you about yourself?

- **What made it hard in the moment?**

- **What story was I telling myself?**

- **What did I learn about myself?**

3. Default response pattern: How do you usually respond when things don't go your way—defensiveness, silence, blaming, reflection?

● **How does this reaction impact others around me?**

● **What is a new response that better allows me to process my thoughts/emotions as well as show up better for others?**

● **What story can I tell that shows others what gap-filling looks like in practice?**

4. Reputation check: Imagine your team, family, or community describing you.

● **Would they say I own my actions? Why or why not?**

● **Where am I consistent in how I show up?**

● **What is a gap I would like to close?**

5. Accountability in action: How can practicing accountability make you a stronger teammate this week?

- **What is one specific situation I can apply this to immediately?**

- **How will I hold myself accountable to following through?**

Learning to take accountability for our actions is really a game changer. Processing situations in a manner where we consider how we affect a situation instead of only how it affects us is next-level self-awareness.