



Healthy Accountability Survey



**Good
Leadership** 

When someone says *accountability* in your organization, is it followed by energy, urgency, and positivity or by fear, blame, and people disappearing?

The Good Leadership Healthy Accountability Survey identifies the realities of accountability at the organization, team, and individual levels within your organization. It provides the opportunity to use data in an open conversation about strengthening accountability.

Healthy Accountability is when people win together in an environment where individuals take personal ownership, embrace the support of others, and deliver quality work on time.



Being held accountable gives me a sense of organizational belonging. I matter in my organization and, if I feel important, or if my employees feel important, and my organization has a solid purpose, then I will try my hardest for my organization.

Quote from Research Interviewee

“You can’t have an effective organization without good leadership.”

-Paul Batz, Founder & CEO, Good Leadership

What is the Healthy Accountability Survey?

The Good Leadership Healthy Accountability Survey is a 24-question online survey that can be completed in 10 minutes or less. When your team, or a cross section of 60 - 100 employees in the organization, completes the survey, you receive a simple report about how healthy or unhealthy accountability is in your organization.

What the problem is:

The Good Leadership Healthy Accountability Survey is most relevant when:

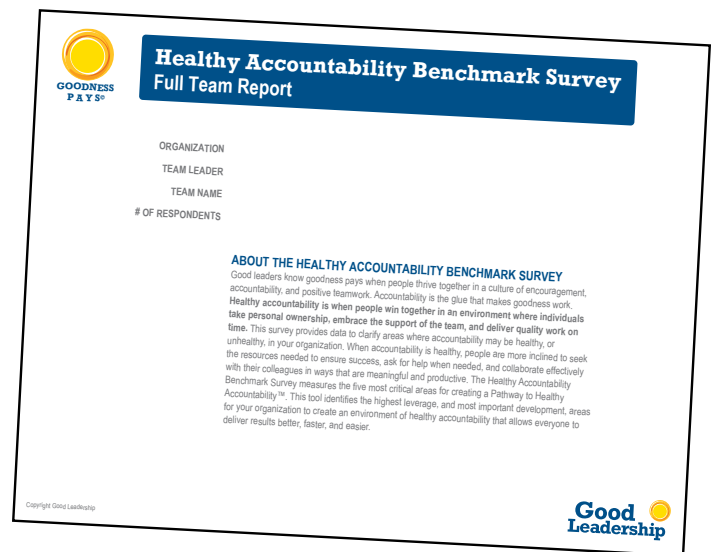
1. Critical customer projects and high-profile executive projects are getting done, but other work and relationships are suffering throughout the organization
2. Employees seem reluctant to take on high-profile, high-accountability projects so critical projects always fall to the same handful of key players
3. Managers are making excuses for why strategic work is behind schedule, or off target, rather than pushing through the tough conversations required to move projects to completion
4. Teams agree on important things to do, but the leader is unclear about naming one individual as the accountable person to lead the way

Benefits:

- Provides data to diagnose where your organization is on the Pathway to Healthy Accountability™
- Provides a perspective on accountability at the organization, team, and individual levels so you can create action plans that address the true challenges with accountability
- Engages your team in action planning ways to strengthen healthy accountability throughout your organization

Details:

- A small steering team creates the business rational for using the Good Leadership Healthy Accountability Survey
- Survey results create a focused conversation with leaders, managers, and employees about immediate steps you can take to develop an environment of healthy accountability
- Survey report, dashboard, and action plan serve as simple tools to share the findings with key people across the organization



The Good Leadership Difference

Good Leadership is an Organizational Effectiveness firm focused on aligning teams and developing leaders around the concept: goodness pays. Goodness is when people thrive together in a culture of encouragement, accountability, and positive teamwork. **Accountability is the glue that makes goodness work.** Healthy Accountability is when people **win together in an environment where individuals take personal ownership, embrace the support of others, and deliver quality work on time.** The Good Leadership Healthy Accountability Survey provides you with clarity about how to make progress on the Pathway to Healthy Accountability in practical and pragmatic ways.

Advance healthy accountability in your organization by contacting to schedule a conversation.