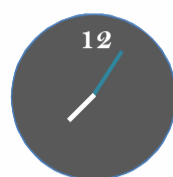


10 Things You'll Never Hear...

from a Truly Accountable Person

**I DID MY PART...
I CAN'T HELP IT
IF OTHER PEOPLE DIDN'T DO THEIRS.**

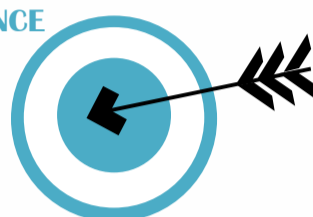


**NOBODY GAVE ME A DEADLINE,
SO I JUST FIGURED I HAD PLENTY OF TIME TO DO IT.**

**I NEVER REALLY AGREED
WITH THE DECISION,
BUT I WASN'T ABOUT TO SAY THAT TO MY BOSS.**



**THERE'S ALMOST NO CHANCE I'LL FINISH ON TIME,
BUT I'M NOT GOING TO TELL ANYONE -
THINGS MIGHT STILL**



COME TOGETHER.

WHAT A MESS!



**SOMEDAY,
SOMEONE**

SHOULD REALLY CLEAN THIS UP.

**PERFORMANCE REVIEWS ARE JUST A FORMALITY;
I NEVER TAKE THE SUGGESTIONS SERIOUSLY.**



THEY NEVER TELL US ANYTHING!

I COULD SEE IT WASN'T BEING DONE RIGHT, BUT

IT'S NOT MY JOB

TO CORRECT OTHER PEOPLE'S WORK.



**PEOPLE KEEP GIVING ME MORE AND MORE WORK,
BUT I'M AFRAID TO SAY "NO"**

**I DID THE BEST I COULD,
BUT I WASN'T REALLY SURE WHAT YOU WANTED.**

AND WHY WON'T YOU HEAR THESE TYPES OF EXCUSES?

Because truly accountable people:

- " Take responsibility for themselves, their work and even the success of their team
- " Seek clarity (including asking about objectives and deadlines) before undertaking a task
- " Understand that being accountable includes holding others accountable for what they've said they'll do
- " "Manage upwards" (make sure they proactively get the information they need from their supervisor or leader)
- " Speak up when they disagree and/or when they're overloaded with work

When organizations teach people what it means to be accountable, and provide the necessary training and support, improved results and greater success are sure to follow.