

Business Bullet ~
Give me some accountability!

Many people avoid the discomfort of accountability. Yet, we often learn best by experiencing the consequences of our actions. Just because the good consequences feel better than the bad ones doesn't excuse us from facing the truth about what we did or didn't do. Avoidance of accountability is avoidance of growth.

The word accountability often resonates with business owners and managers, and strikes fear in employees if they hear about how management wants to hold them more accountable. What is this behemoth called accountability?

Simply put, to Joe Wollenweber, Senior Coach at E-Myth, accountability is the choice to take on the necessary ownership for achieving specific results. Many of his clients at E-Myth learn that clearly defining responsibilities, though essential, does not go far enough in achieving their desired objectives. They need to take it a step further and lead their employees in taking personal accountability in there are of responsibility.

Accountability creates consequences, and consequences move us towards action. If we avoid the discomfort of consequences, either as managers or employees, we thwart our growth and the overall development of our organization. Facing the truth means owning your responsibility and accountability.

When people take on accountability for results, they take ownership, and they make certain that they don't miss deadlines or fail to communicate properly. They see what needs to be done, own what they see, figure out a way to do it, and then do it.

Source: www.e-myth.com

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