



Business Talk B03-04 Accountability

Definitions:

- 1) Accountability is the acceptance of responsibility for one's own actions. It implies a willingness to be transparent, allowing others to observe and evaluate one's performance.
- 2) Accountability is the practice of being held to a certain standard of excellence. It is the idea that an individual is responsible for their actions and, if that individual chooses unfavourable actions, they will face consequences. Accountability strives to promote a high level of work, promote honesty, encourage dependability, and garner trust from members around you.

Synonyms:

Responsibility, liability, answerability, reporting, culpability, liable, obligated and charged with.




The significance of the learned behaviour:

The lack of accountability has largely reduced trust and public respect for business and political leaders.

Accountability also builds trust within teams and organisations, because people know that they can depend on one another. Leaders who are accountable are more likely to be trusted and respected, because people know that they will keep their word.

However, there is a bigger context.

Context of the Relationship Root Matrix:

Functionality	Relationships				
	God's gifts	Social order	Operational Flow	Social responds	Social status
Connects & Anchors	Faith (of Him)	Authority	Mandates Control 	Trusts ("geloofsvertroue")	Credibility ("geloofwaardigheid")
Motivates	Hope (through H)	Responsibility	Motivates  Action within control zone	Interacts	Integrity
Drives	Love (to Him)	Accountability	 Drives Behaviour	Respects	Reputation



Trust is never earned; It is given to you and you have the choice to respect the power that comes with it. If trust is broken, you have to earn the respect again. That is why God's grace is so amazing.

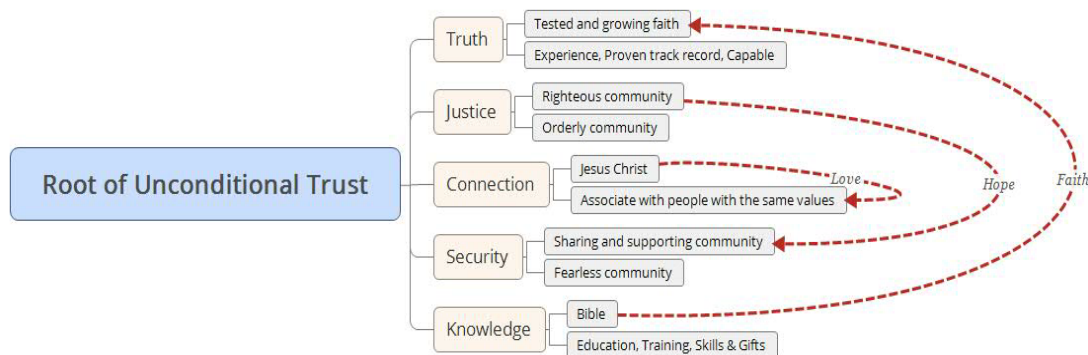
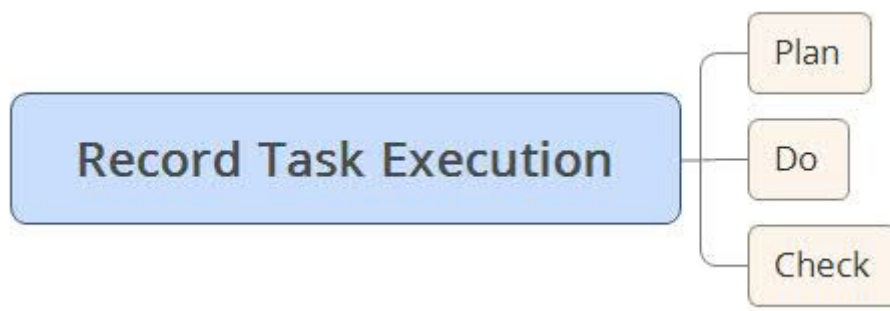
Rom 11:36 ³⁶For of Him and through Him and to Him are all things, to whom be glory forever¹

Application in my personal life:

It is not only leaders that have this combination package of authority, responsibility and accountability. This is also a cornerstone of integrity, trust and relationships.

https://www.ted.com/talks/charlie_johnson_check_yourself_accountability (8min)




https://www.ted.com/talks/chirangee_tissera_reviving_the_culture_of_accountability (12min)



¹ [The New King James Version](#). (1982). (Ro 11:36). Nashville: Thomas Nelson.



Relationship Root Matrix:

Functionality	Relationships				
	God's gifts	Social order	Operational Flow	Social responds	Social status
Connects & Anchors	Faith (of Him)	Authority	Mandates Control 	Trusts ("geloofsvertroue") (Commits, co-operates & define value base)	Credibility ("geloofwaardigheid")
Motivates	Hope (through H	Responsibility	Motivates  Action within control zone	Interacts/Work (Communicates, plans, executes, reviews & adapts)	Integrity
Drives	Love (to Him)	Accountability	 Drives Behaviour	Respects (Conflict resolution, secure home base, sound decisions)	Reputation