

# PEER ACCOUNTABILITY

We prefer not to micromanage team members and encourage a culture where trust is built, and all team members are committed to our mission, vision and guiding principles.

## ACCOUNTABILITY

Your willingness to answer for the results from your actions, choices, behaviors, and attitude you set. This also includes results from your inaction. You take ownership from the situation success or failure, for good or bad. Acknowledge the outcome and if needed by making it right.

**No Accountability** = A Weak Team that would only succeed by chance.

**Manager Accountability** = Mediocre Team and succeeds by micromanaging.

**Peer Accountability** = High Performing Team and succeeds by building trust and commitment to shared goals.

## SWITCHPOINT TEAM GOALS

1. We see that each individual has WORTH and VALUE
2. Treat people with RESPECT and DIGNITY
3. Empower others to become SELF-SUFFICIENT
4. Set others up for SUCCESS



## ACCOUNTABILITY IN ACTION

- I will not let a Switchpoint Team Member fail
- I have your back
- I will lift a Switchpoint Team Member to a higher level
- I will not embarrass anyone but bring the information privately
- I will not accuse, but listen with understanding