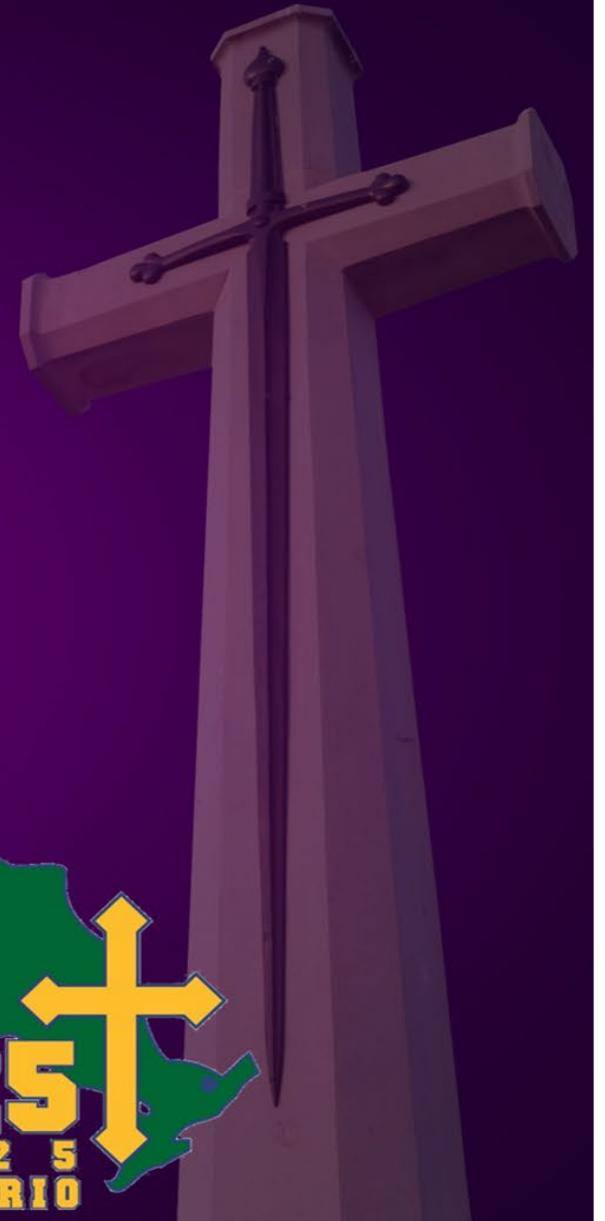


Mutual Accountability

David Fisher

District Deputy Meeting
July 19-21, 2024



Earned Trust

Earned Trust

Low	Knight Shift	High
<ul style="list-style-type: none"> We put up a façade of perfection and try to hide our imperfections. 	➡	<ul style="list-style-type: none"> We acknowledge our deficiencies and defects and ask for help.
<ul style="list-style-type: none"> We don't admit to our own mistakes and failures and blame others or circumstances. 	➡	<ul style="list-style-type: none"> We admit to our own individual mistakes and failures and hold ourselves accountable.
<ul style="list-style-type: none"> We're suspicious of each other's intentions, worried they might be serving their own interests against ours. 	➡	<ul style="list-style-type: none"> We assume positive intention with each other when there's ambiguity or conflict.
<ul style="list-style-type: none"> Our understanding of each other is just transactional, limited to our assigned roles. 	➡	<ul style="list-style-type: none"> We know and care about each other as human beings, not just our positions.



Healthy Conflict

Healthy Conflict

Low	Knight Shift	High
<ul style="list-style-type: none"> We play it safe and withhold what we truly think or believe in order to avoid conflict. 	↻	<ul style="list-style-type: none"> We face conflicts openly on the State team. We don't hold back in expressing our disagreements or truths.
<ul style="list-style-type: none"> We view conflict as a bad thing that erodes trust and cohesion. 	↻	<ul style="list-style-type: none"> We embrace conflict as a creative tension that leads to deeper discussions and better decisions.
<ul style="list-style-type: none"> We worry that challenging other's ideas or positions might result in embitterment, resentment or revenge. 	↻	<ul style="list-style-type: none"> We air all conflicts with each other inside the State team or in 1-1 meetings.
<ul style="list-style-type: none"> In debate or conflict, we attack others, resulting in judgement, defensiveness, or blame. 	↻	<ul style="list-style-type: none"> In debate or conflict, we attack the problem.



Mutual Accountability

Mutual Accountability

Low	Knight Shift	High
<ul style="list-style-type: none"> We expect the State Deputy to hold everyone accountable for promised results. 	↔	<ul style="list-style-type: none"> In our State Team, we hold each other accountable for promised results.
<ul style="list-style-type: none"> We expect the State Deputy to be the one holding others accountable for how they conduct themselves. 	↔	<ul style="list-style-type: none"> In our State Team, we support each other in how we conduct ourselves, including any “negative” behavior affecting the Team.
<ul style="list-style-type: none"> We’re suspicious of peer accountability as a self-serving power play to make us look bad. 	↔	<ul style="list-style-type: none"> We welcome peer accountability as a gift to help each person grow.
<ul style="list-style-type: none"> State Team members are primarily concerned about their own results, not each other’s. 	↔	<ul style="list-style-type: none"> State Team members show as much passion and concern for each other’s achievements, as their own.



Partners Contact Sheet Active Practice

Accountability helps us maximize both performance and wellbeing. When we add others to the mix, we then can hold each other accountable for both results and conduct.

- ▶ **Step 1:** Use the Workbook to define your own objectives and goals in your work as a District Deputy.
- ▶ **Step 2:** Select two other partners to share your commitment with and define your shared goals.
- ▶ **Step 3:** Share your contact information and make a commitment to each other to courageously support each other to achieve these goals.



DD Skill Development:

- ✓ Earned Trust
- ✓ Healthy Conflict
- ✓ Mutual Accountability

Earned Trust

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