

THE ACCOUNTABILITY PLEDGE

- I'm the only one responsible for the outcomes of **my actions**
- I understand that others may rely on my actions
- I will do what's best **for the organization**, not what's best for my reputation and my own interest
- If I'm not sure what's best for the organization, it's **my responsibility** to find out
- Fear cannot be the reason for not doing **the right thing**
- I will act within the **boundaries** set by the organization
- I will take **calculated risk**, try things, and **learn from failure**
- When taking risk, what's the worst thing that can happen?
- I will **not ask permission** if I don't have to by policy
- I will report my progress, successes, and failures to those who **need to know**
- I will be trusted if I act in a trustworthy manner