HONE Athletics

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LEADERSHIP VIRTUE: ACCOUNTABILITY

What is Accountability? True accountability means standing by your actions, decisions, and outcomes, even in hard moments. It's about leading by example, maintaining standards, holding the line, and expecting the same of others. No blame games. Only responsibility and progress.

WHY ACCOUNTABILITY MATTERS

Builds Responsibility: Athletes mirror the accountability they see consistently modeled by their leaders.

Strengthens Trust: When leaders own the moment, good or bad, it builds credibility and draws others in.

Elevates Standards: When accountability becomes routine, a culture of commitment and excellence follows.

ACCOUNTABILITY TRACKER

Set up a whiteboard to track weekly commitments (individual and/or team).

Review it together each week to reinforce follow-through and raise the standard.

ACTIONABLE WAYS TO BUILD ACCOUNTABILITY

LEAD BY EXAMPLE

- **SET CLEAR EXPECTATIONS:** Clarify roles, responsibilities, and deliverables from the start. Consistency creates trust.
- **LEAD WITH TRANSPERENCY:** Own mistakes in front of the team. Celebrate wins openly, and assess areas of growth directly.
- **COACH THE WHY:** When something goes wrong, lead your team through the root cause. Accountability is about learning, not punishment.

TEAM CHECK-IN: "ACCOUNTABILITY"

- Each week, have athletes share one moment where they owned it or fell short. Make it routine to learn and grow from both.

WHEN LEADERS OWN IT, TEAMS FOLLOW.