

## The Building Blocks of Accountability: Reference Sheet

The University of Vermont

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### SELF: Ownership and Agency

- Mindset: I believe I have some agency to control this
- Modeling: I do what I say I am going to do
- Willingness to act: Give the feedback, have the hard conversation
- Culture flows from the top: It starts with you

### OTHERS: Empathy and support

- Active, visible actions you take to demonstrate empathy and support
  - E.g. Asking about peoples' well-being and personal lives
  - Active listening
  - Offering and accepting help
  - Professional development and training
  - Career development, mentorship, sponsorship

### TEAM/SYSTEM: Rules of engagement

#### Individual roles

- Job descriptions
- Performance expectations

#### Teams and groups

- Purpose of various meeting structures
- Team roles and expectations
- Decision rules
- Working agreements