

QUESTIONS TO USE IN CREATING ACCOUNTABILITY

- What are you going to do?
- When will you do it?
- How will we know this has been achieved?
- How will this benefit you?
- How will this benefit your coworkers?
- What's in it for the organization when you complete this course of action on time?
- How motivated are you to achieve this?
- How will you feel when this is done?
- What does it mean to be responsible for this project?
- How confident are you that you can follow through on your commitment?
- What will you lose or gain by doing what you say you will do?
- What made you feel you could take on this responsibility?

**Used with Permission*

Wilson, Judith, 2010. Jossey-Bass, San Francisco, CA.

Coaching skills for nonprofit managers and leaders: developing people to achieve your mission