

How Leaders Build
Connection and Get Results

COMPASSIONATE ACCOUNTABILITY

Appendix

The Compassionate Accountability Assessment

NATE REGIER, PhD

Foreword by Marshall Goldsmith, #1 *New York Times* bestselling author

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APPENDIX

THE COMPASSIONATE ACCOUNTABILITY ASSESSMENT

WHETHER YOU are trying to improve yourself, your team, or your entire organization, an honest assessment is critical. Use the Compassionate Accountability Assessment below to assess how often the target behaviors for each switch are being demonstrated. You can also download a digital copy of this assessment by visiting [Compassionate AccountabilityBook.com](http://CompassionateAccountabilityBook.com).

There are no right or wrong answers. However, by scoring yourself, your team, and your organization on the three switches, you will be able to see where your strengths and weaknesses are and set goals for improvement.

For each target behavior, rate how often you experience this in yourself, your team, and your organization in tables A.1, A.2, and A.3.

Once you've calculated the averages for each switch, copy them into table A.4.

TABLE A.1. Value

Value switch target behavior	Myself	My team	My organization
0 = never			
1 = seldom			
2 = occasionally			
3 = frequently			
Listens to and validates feelings without judging	_____	_____	_____
Assumes positive intentions and checks assumptions	_____	_____	_____
Affirms experiences, even if I or others can't relate to them	_____	_____	_____
Empathizes by finding common emotional ground	_____	_____	_____
Is transparent by sharing own feelings, motives, and experiences	_____	_____	_____
Is willing to be vulnerable	_____	_____	_____
Demonstrates that you don't have to agree with someone to value them as a person	_____	_____	_____
Separates the person from the behavior	_____	_____	_____
Includes and leverages diversity	_____	_____	_____
Value totals: Add up totals for each column	_____	_____	_____
Value averages: Divide total by 9 to obtain average for each category	_____	_____	_____

TABLE A.2. Capability

Capability switch target behavior	Myself	My team	My organization
0 = never			
1 = seldom			
2 = occasionally			
3 = frequently			
Seeks first to understand	_____	_____	_____
Shares ideas and resources to find the best solutions	_____	_____	_____
Invites people to be part of the solution	_____	_____	_____
Invests in others' successes	_____	_____	_____
Turns failure into learning opportunities	_____	_____	_____
Capability totals: Add up totals for each column	_____	_____	_____
Capability averages: Divide total by 5 to obtain average for each category	_____	_____	_____

TABLE A.3. Responsibility

Responsibility switch target behavior	Myself	My team	My organization
0 = never			
1 = seldom			
2 = occasionally			
3 = frequently			
Takes ownership over own emotions, thoughts, and behaviors	_____	_____	_____
Allows others to take ownership over their emotions, thoughts, and behaviors	_____	_____	_____
Asks directly and assertively for what is wanted and needed	_____	_____	_____
Enforces boundaries, standards, and commitments without blaming, attacking, or threatening	_____	_____	_____
Keeps the most important thing the most important thing	_____	_____	_____
Responsibility totals: Add up totals for each column	_____	_____	_____
Responsibility averages: Divide total by 5 to obtain average for each category	_____	_____	_____

TABLE A.4. Compassion mindset switch averages

Compassion mindset switch averages	Myself	My team	My organization
Value	_____	_____	_____
Capability	_____	_____	_____
Responsibility	_____	_____	_____
Compassionate accountability score: Average the scores for each switch	_____	_____	_____

Plotting Your Scores

Using figures A.1, A.2, and A.3, plot your scores for each switch. You can also download a digital copy of this assessment by visiting CompassionateAccountabilityBook.com.

Interpreting Your Scores

The lower the score, the more risk for toxic cultures with low engagement, high turnover, and failure to perform. The higher the score, the more potential for thriving cultures with high engagement, low turnover, and capacity to perform. Use figures A.1, A.2, and A.3 to track your scores.

0–1 = Danger zone—Compassionate Accountability is lacking. Make changes immediately.

1–2 = Potential zone—Pockets of Compassionate Accountability are present. Nurture them.

2–2.5 = Opportunity zone—Compassionate Accountability is taking hold. Build momentum.

2.5–3 = *Strength zone*—Compassionate Accountability is alive and active. Keep it up!

Remember that each switch is necessary but not sufficient on its own for Compassionate Accountability to work. If all three switches in a particular domain (self, team, or organization) have a score above 2, Compassionate Accountability is taking hold. If any of the three switches are under 2, this represents an area of potential for growth.

Continue to interpret and apply your Compassionate Accountability Assessment results using the guidance in chapter 7.

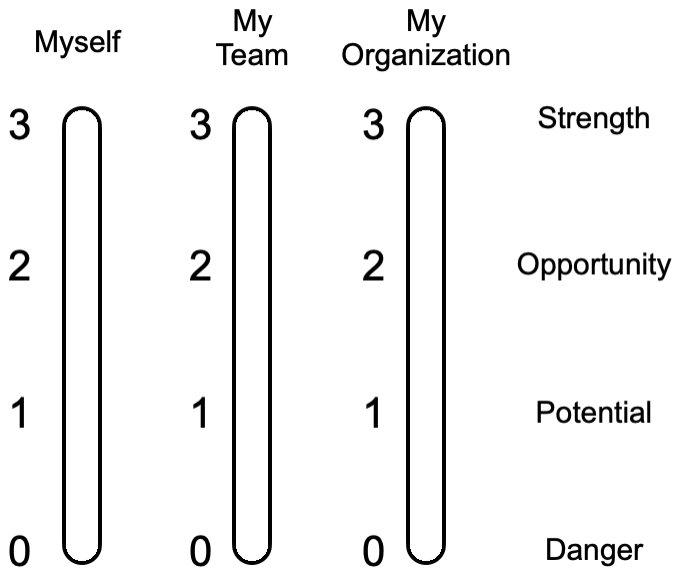


FIGURE A.1. Value switch scoring template.
Designed by Nate Regier.

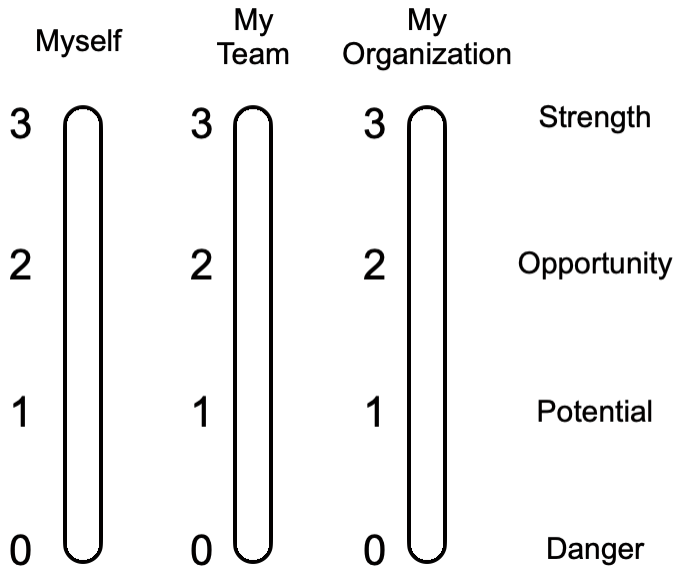


FIGURE A.2. Capability switch scoring template.
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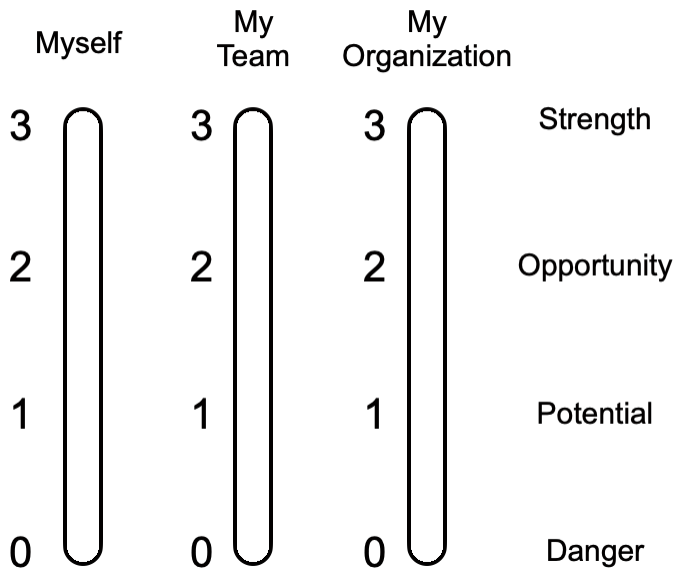


FIGURE A.3. Responsibility switch scoring template.
Designed by Nate Regier.

ABOUT NEXT ELEMENT

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Compassionate Accountability® is the unifying framework for everything we do. Our reputation for helping clients achieve positive results is grounded in a commitment to model the philosophy and tools we teach. Using scientifically proven assessments and diagnostics, a powerful suite of leader development tools, and a zealous commitment to practical application, our clients empower themselves and their organizations to thrive.

Sustainability and empowerment are the keys to long-term success. In addition to delivering assessment, consulting, and training and coaching programs for our clients, we certify, license, and support others to deliver our curriculum. We have a robust global network of over 120 certified professionals in fourteen countries that work independently as well as inside their organizations to bring Compassionate Accountability to more people each day. Next Element is a US distributor for the Process Communication Model and the owner and worldwide distributor of Leading Out of Drama® and the Compassion Mindset® frameworks.

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