



# GROW for Accountability



## GOAL

State the goal of the conversation. State a goal that is compelling to everyone involved.

State the goal in the positive (*The goal is to create high trust*) rather than the negative (*The goal is to stop toxic behavior*).

### Goal Questions

- What is the perfect outcome?
- If there were no limits, what would you do?
- What is the ultimate goal for this conversation?
- What outcome would you like to create through this conversation?
- What are any non-negotiables?

**Agree on the GOAL:**



## REALITY

Allow everyone to share what he or she is experiencing. Fearlessly and objectively discuss the current situation. The purpose is not to reach agreement on reality but rather to establish there is a gap between where we are and where we need to be.

### Reality Questions

- Where are we now?
- What's holding you/us back?
- What are you experiencing?
- What is and is not working?
- What are current costs/struggles/frustrations?
- What are the needs?
- What are any non-negotiables?

**Explore the REALITY:**

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## OPTIONS

Collaboratively explore options to close the gap between the reality and the goal. Set clear expectations. Collaboratively identify ways to close the gap.

**Collaborate on OPTIONS:**

### Options Questions

- What are all of our options?
- What ideas do you have?
- What haven't we tried?
- What can we do differently?
- What has worked in the past?
- What are any non-negotiables?

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## WAY FORWARD

Decide on the best options and clearly communicate the next steps, responsibilities, and timeline. Set a follow-up conversation.

**Plan your WAY FORWARD:**

### Way Forward Questions

- What options do we want to take?
- Who will do that?
- What resources will we need?
- How do we hold each other accountable?
- When can we have a follow-up conversation?
- What are any non-negotiables?

Today's accountability drives tomorrow's results.

- Cy Wakeman

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# Session Five: September 18, 2025

## Application

You can find all LEAD resources at: <https://yellingroup.com/burton-oil-resources-2025/>

**I commit to:**

**The team commits to:**



Conflict: *con* = “with” *flict* = “to strike”

Conversation: *con* = “with” *verse* = “to turn”