



# Crucial Conversations<sup>®</sup>

## FOR ACCOUNTABILITY

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**Want to get your employees interested in attending Crucial Conversations for Accountability? Use a few of the teasers below to spark curiosity and support.**

***Combine two or three of the following questions with the closing paragraph below and share the message with your team. You can send them in an email or post them in a channel on your chat software.***

- Do you feel it's better to keep quiet when a colleague performs poorly because saying something won't be received well?
- Are you reluctant to address poor performance or bad behavior because doing so might seem critical and could affect your reputation?
- Have you ever had a colleague fail to deliver on a promise? Do they often say they'll deliver by a certain date and then don't?
- Are you tired of people being too casual with rules and expectations? Are you in your office by 8 a.m. every day, for example, while the rest of your team saunters in around 9 a.m.?
- Have you ever been the victim of workplace bullying or intimidation? Do you feel like speaking up about inappropriate or unkind behavior would lead to backlash?
- Have you ever been afraid to share a concern with someone who is in a position of power or authority? Does it seem like some people can get away with anything because of their title?
- Have you ever witnessed a colleague violate safety or ethical protocol in an effort to save time or money?
- Have you ever seen your team reach agreement during a meeting, and then later see team members express concern and frustration with the meeting's outcome?
- Are there consequences for breaking rules or violating expectations on your team?
- Have you ever witnessed someone do something unethical, but felt you didn't have the power, position, or authority to speak up and stop them?
- Do your organizational values seem more like platitudes than rules? Do people "talk the talk" but don't actually "walk the walk"?
- Does it seem that leaders say one thing and then do another?

Attend our next Crucial Conversations for Accountability and learn the skills of top communicators and leaders. Gain the confidence and ability to manage performance, lead people effectively, and hold others accountable when it matters.