

# Texas State Auditor's Office



## Creating an Accountability Culture

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# Accountability

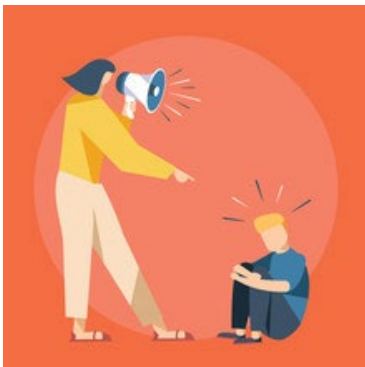
What do you usually associate accountability with?



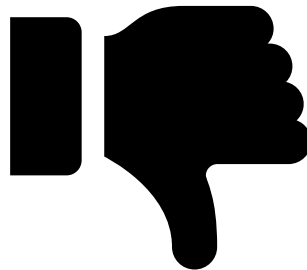
**The Blame Game**



**Gotcha Supervision**



**Punishment**



**Negativity**



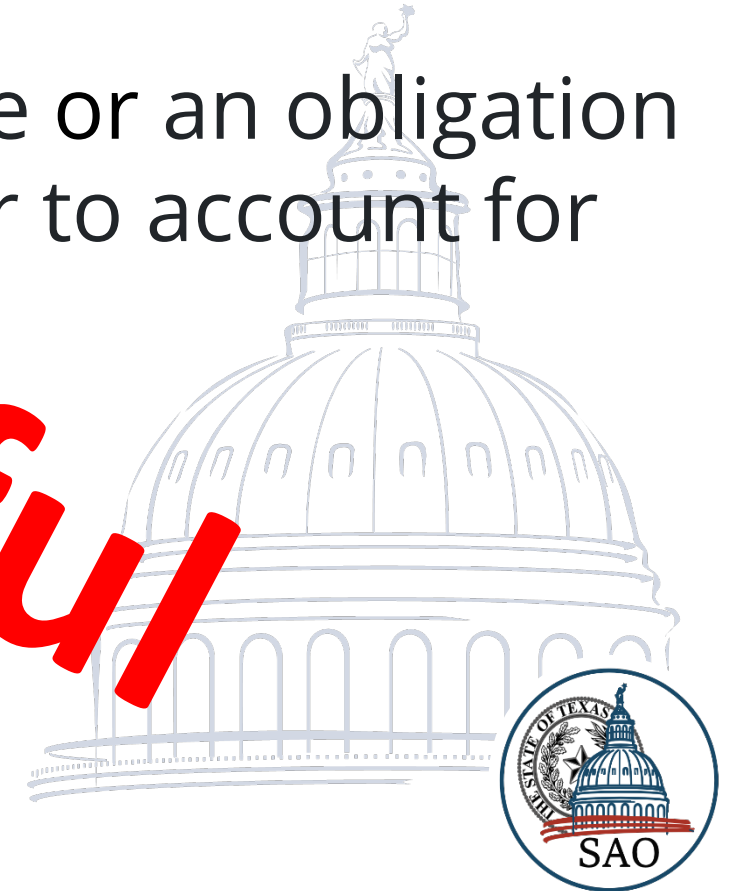
# Accountability

Definition:

the quality or state of being accountable or an obligation or willingness to accept responsibility or to account for one's actions

Source: Merriam-Webster

**Not Helpful**

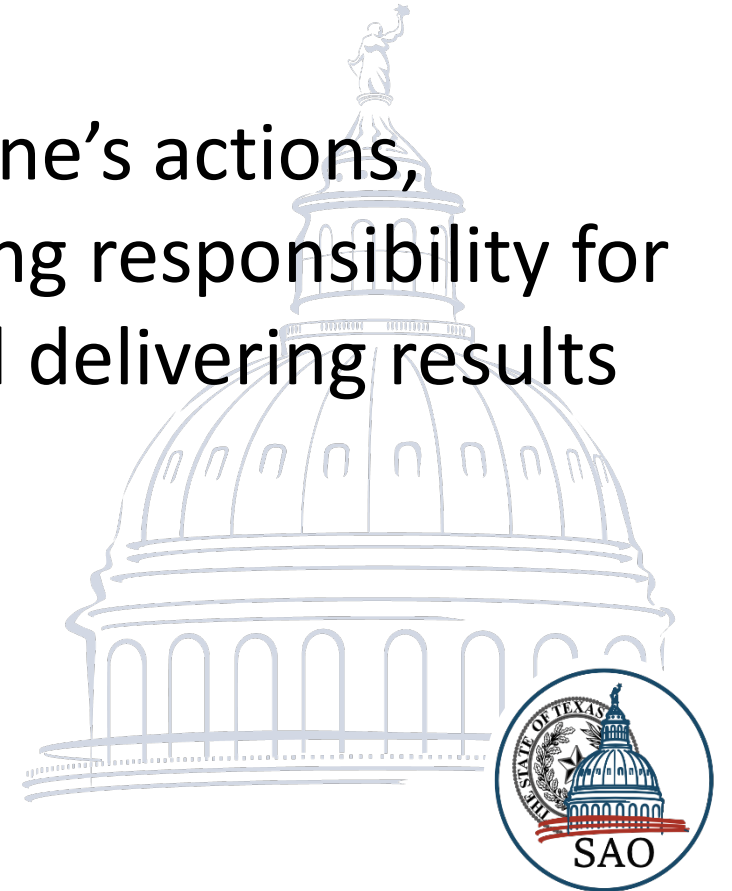


# Accountability

## Definition:

Willingness and ability to take ownership of one's actions, decision, and outcomes. It encompasses taking responsibility for your performance, meeting expectations, and delivering results aligned with organizational goals.

Source: Trakstar



Why is holding people  
accountable important?



# Accountability.....



- Builds trust
- Improves performance
- Promotes ownership
- Increase work quality
- Promotes employee engagement
- Creates a positive work environment

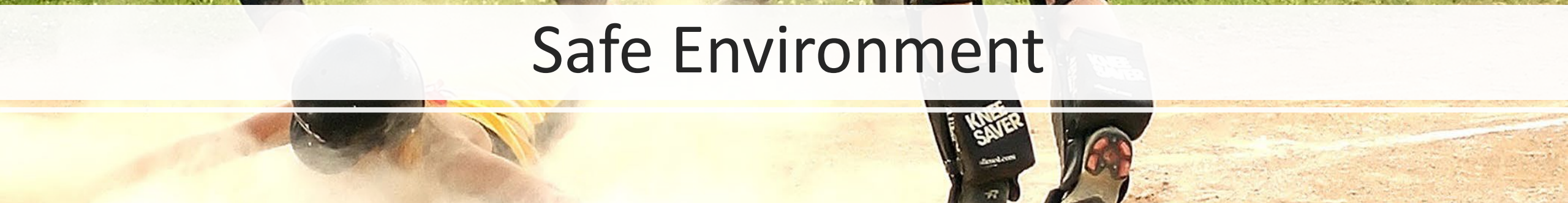


# Creating an Accountability Culture





Safe Environment







# Clear Expectations

Set clear expectations for individual and team performance. Clearly define goals, responsibilities, and deadlines to ensure everyone understands what is expected of them.



# Set Goals

# Feedback and Coaching

Continuous feedback helps team members understand what is expected of them and gives them the opportunity to live up to that expectation.





# Performance Reviews

A decorative graphic on the left side of the slide. It features a large yellow arrow pointing to the right, set against a dark grey background. The arrow is flanked by a black and white geometric pattern of interlocking triangles and squares, resembling a woven or woven fabric texture.

## Lead by Example

I'll update this  
text before our  
presentation.



360 Feedback

James Clear, Author of Atomic Habits, said:

"Accountability can be the difference between mediocrity and greatness."



# Questions?

