



ACCOUNTABILITY COMPASS

Lack of accountability isn't a personality flaw - it's usually a signal that something upstream is broken.

When someone drops the ball or under-delivers, most leaders default to the same assumptions: they're distracted, incompetent or don't care enough. In reality, performance failures are almost always symptoms of unclear expectations, capability gaps, or wavering commitment.

The Accountability Compass is a practical tool that **diagnoses the root of underperformance**. It zeroes in on three critical levers - Clarity, Capability and Commitment - helping you move beyond frustration, toward **precise and purposeful action**.

The Compass evaluates accountability across three domains:



01 CLARITY

Do they know exactly what they're being asked to do, what success looks like and why it matters?

02 CAPABILITY

Do they have the skills, knowledge, resources, support and experience to succeed at this task or role?

03 COMMITMENT

Are they truly bought into this, and motivated to follow through when challenges arise?

Diagnose the real drivers of performance issues and move from frustration to focus, from assumptions to action, and from intention to impact.



Book a call to explore how we might work together.

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