

YEAR OF VALUES

INTEGRITY

always.

PROVOCATION NO. 7



People with good intentions

make promises,
but people with
good character
keep them.

THERE IS A STRONG LINK BETWEEN
EMPLOYEES WHO TAKE OWNERSHIP,
HAVING A CULTURE OF
ACCOUNTABILITY, AND HAVING HIGH
TRUST IN THE WORKPLACE.

At Stable Kernel, we value integrity
because we believe this to be true.

Taking ownership is about taking initiative. When you take ownership, you care about and are accountable for the quality and timeliness of an outcome.

This does not mean you are in it alone. Allowing others to collaborate and support your initiative opens the door for new ways of thinking and new solutions to problems.

Sometimes, you may find that you are not the person to solve the problem or execute the plan, but by taking ownership, you are able to bring the situation to someone who can.

When you take ownership

you let others know
they can trust you to
do the right thing.

Being accountable is about being responsible for the result.

If ownership is about initiative, accountability is about follow-through.

When you accept responsibility for the result, you acknowledge that your actions affect other team members.

You are promising to deliver on-time, within budget, etc.

However, if you are unable to deliver as promised, be open and honest with your team as soon as possible. This shows respect and builds trust.

When you are accountable

you let others know
they can trust you to
do what you say you
are going do.

Trust within our company means you can have confidence that your teammates are working towards the same objectives you are, that they are exercising best practices, and that their work is of high quality.

Good communication and a shared understanding of objectives are critical to trust. When we don't have trust in our teammates, time and energy flows from the work itself and into the micromanagement of details.

This reduces trust, leaving everyone less likely to take initiative.

When you have trust in others

you let them know you
believe in them to do
the right thing and you
believe they will do
what they say they are
going to do.

By now, you can see how ownership and accountability build trust.

Trust allows us to take ownership and it reinforces accountability. This accountability propels us toward our common goal.

For this week's provocation, we will evaluate what promise(s) related to work we have made or will make and the specific things we will do to ensure that our promises are kept.

Click the link on the following page to evaluate your promise(s).

LET'S GET STARTED!

Estimated Time Commitment:

10 minutes

What You'll Need:

X comfortable place to reflect

X willingness to participate

[Click here to begin.](#)