

Responsibility vs. Accountability

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Note: This simple presentation played a significant role in keeping ARLM's formation group on track and in fellowship as they worked to lay the foundation for what is now a vital part of our shared ministry. It helped that leadership team and numerous others since work together cooperatively to accomplish kingdom business.

Definition of Terms

Responsibility

- Responsibility is a commitment you make and a risk you take.
- Leaders assume responsibility. It is not a function of your title or your slot in the organizational chart.
- It starts with the willingness to make a difference in something rather than being concerned with whether or not it is “my” job, why it wasn't done before, who is to blame, or who will get credit.
- YOU ARE EITHER RESPONSIBLE FOR 100 PERCENT OR NOTHING AT ALL.

Accountability

- An accountable person is literally “count-on-able.”
- It is defined by a clear list of requirements or conditions under which a commitment is fulfilled. Example: “Let's meet for lunch.” becomes “Let's meet for lunch at noon on the 15th at the Four Seasons. I'll call you that morning to confirm.”
- It means looking at things in terms of getting the job done.
- It means being held to account for the promises you make.

Adapted from material used by Myra Peabody Gossens during the ARLM formation group process. Used by permission.