**Credo Tackle Box**

**CREDO BEHAVIOR:** Any Credo behavior, especially one that needs improvement

**TITLE:** Accountable to My Team

**AUDIENCE:** Work team and leaders

**PURPOSE:** Articulate individual accountability for group change and improvement related to any of the 6 Credo behaviors. This could be done over a series of meetings for each of the Credo Behaviors.

**Preparation:** Leader’s target for improvement and any data or input to support it.

**Approximate Time:** 20 minutes or less

**Audience/Group Size:** 15 or large groups subdivided into small groups

**MATERIALS:** Pens, index cards to be posted on bulletin board or poster sheets for individual commitments.

**DESCRIPTION:** Leader identifies an area of improvement or development for his or her group, explaining why and setting the expectation. The leader asks each person to silently a) write a card with one behavior he or she will intentionally commit to do more of to create this group improvement. As the individual posts his or her card, they read it aloud. One card per behavior. Examples:

**I Take Responsibility for** ….**being COMMITTED TO MY COLLEAGUES BY ….**

* asking my colleagues for help;
* asking peers if I can help them

**I Take Responsibility for COMMUNICATING EFFECTIVELY BY…**

* sending clear, brief and professional email requests
* phoning a colleague when an email will be lengthy and complex

To close the loop, ask peers to be more observant and “brag” or manage up a colleague observed to fulfill his or her commitment.

“Bragging” could be done at the start of a staff meeting, with congratulatory notes on the poster OR through a performance card created at [VUMC Recognition](http://hr.vanderbilt.edu/recognize/login/index.htm)

**Variation- Ask** each person to write their responsibility on 2 cards – one to post and one to put in his/her pocket every day of the month.