Safety Accountability

Accountability is vital to success in the workplace. Merriam-Webster defines accountability as an obligation or willingness to accept responsibility or to account for one's actions. Accountability at work is when an employee takes responsibility for results and outcomes, rather than presuming that it is not their problem. In other words, when an employee says they will do something, or sees that something needs addressed, they step up and get it done. Holding yourself and others accountable is crucial for the success of a company.

Being Accountable in the Workplace

- Be responsible for your choices. Right or wrong, you must be willing to take responsibility for your actions.
- Maintain a mindset of ownership. If you are responsible for a task, you should complete it to the best of your ability.
- Be willing to answer for your outcomes without blame, shame, or guilt. Pointing the finger at someone else is not being accountable for your actions.
- If an issue arises in the workplace, you must be honest about the facts surrounding the problem identified.
- Be willing to call on peers for performance or behaviors that might hurt the team. For example, unsafe actions or unethical behaviors.

Summary

Achieving accountability is hard work and requires a significant amount of consistency from both employees and leadership. Once accountability is reached, the benefits are substantial. From building trust to increased efficiency, safety, and productivity, these are just a couple of benefits of an accountable workforce. When employees and co-workers do not accept accountability, they send a message to others that their job is unimportant. Being accountable will lead to being more respected by those around you.

Discussion point:

1. How is accountability vital for workplace safety and how can we improve it?