

PEAK

P E R S P E C T I V E S

The Monthly E-Newsletter of
Peak Pathways, LLC.

Accountability

"Whatever you vividly imagine, ardently desire, sincerely believe and enthusiastically act upon must inevitably come to pass." Jim Sirbasku, Co-Founder Profiles International

Are you and your organization on track to meet your goals for 2016? When the new year starts most of us are optimistic that it will be better than the last one. Expectations and intentions are high when we begin most new endeavors. Assuming we have the correct strategy, resources, and skills our goals can be achieved - if we enthusiastically do the required activity.

Setting goals is the easy part, doing the required activity is where it gets difficult. Dozens of things can get in the way of taking action but most of them get down to lack of personal accountability. Average people expect others to be accountable to serving their needs but rationalize their own personal shortcomings.

Very successful organizations develop cultures of accountability where workers are truly teammates depending on each other to follow through on their individual responsibilities. If they do not meet their responsibilities they are willing to be held personally accountable as much as they are willing to hold others accountable.

Often accountability is seen as negative requiring discipline and sacrifice. No wonder someone would want to avoid it!

**October
2016**

About Peak Pathways

The focus of Peak Pathways is on the leader with services in four key areas:

Leadership/Executive

Coaching helps leaders to personally grow in areas important to business results.

Career Transition Coaching

emphasizes accelerating success for leaders facing new roles and responsibilities.

Team Coaching is working with staff members at various levels to reach new heights of productivity and personal satisfaction.

Team Selection & Development

creates strategic plans and routines to hire and develop the right person for every job.

When reframed as simply a cycle of objective observation/feedback, adjustment, and progress it motivates action and develops positive momentum.

Individuals working alone or on personal goals do not have someone else to hold them accountable. Self-accountability is the most valuable skill for anyone not just those working solo. It requires self-awareness, willingness, along with meaningful personal rewards and continuous practice. The payoff is outstanding success!

If you are on track with your goals for 2016, congratulations! If you are coming up short, the fourth quarter is the perfect time to make corrections and develop your new personal habits of accountability. That can help 2016 end on a positive trend and set up 2017 for record levels of success.

As always we welcome your questions and comments.

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PXT Select™

As we announced last month we are now a PXT Select™ Authorized Partner and now provide PXT Select™ assessment solutions to organizations throughout North America. PXT Select is a next generation selection assessment that makes the very human decisions about hiring simpler and smarter. As a PXT Select™ Authorized Partner, Peak Pathways plays an active role in sustaining and promoting the value of assessment solutions and is dedicated to helping organizations build better, more productive, and happier workforces. More information is available on our [website](#).

For more information please visit our [website](#).

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