Answer the following questions:

1. Members know the organization’s mission statement, purpose, vision, and ethics statement.
2. Members know and have access to the organization’s constitution and bylaws.
3. Members understand organization’s policies and consequences to specific actions and behaviors.
4. The organization focuses on membership continuously throughout the year (i.e. multiple retreats, social meetings, weekly teambuilding activities, etc).
5. There are set procedures or ways for members to express their concerns (open forum at meetings, anonymous suggestion box).
6. Members often bring up concerns at meetings.
7. Members often ask for help from others.
8. Members are willing to offer assistance to others.
9. Organization recognizes the groups’ achievements.
10. Members understand how their actions affect the groups.

Scoring

Each answer that is a yes above is equal to one point. Add up your total number of points.

10-40 points: Your organization is struggling to create a “team” feeling. Members may not feel comfortable with one another and thus many not want to share responsibilities and opinions with one another. Consider how successful your organization is at achieving its mission and goals. Use the list above to think about ways to start down the road toward creating a culture of accountability in your organization.

40-70 points: Your organization is on its way towards a culture of accountability. Think about the current members in your organization and the current procedures. Determine where the motivation lies and use the questions above to think about little changes that can be made to better the trust and group motivation within your organization.

70 – 100 points: Your organization has the great foundation for a culture of accountability! Your organization is probably doing a great job achieving the goals set by members and most people who join want to continue to be part of this organization. Continually assess the organization to see how members are holding each other accountable for their actions.

CWRU Greek Life Office: Creating a Culture of Accountability
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