

Team accountability survey

Leave your name off. Answer for the team you work in day to day, as it really runs.

Team _____

Date _____

For each statement, tick one box from 1 (strongly disagree) to 5 (strongly agree).

STATEMENT	STRONGLY DISAGREE				STRONGLY AGREE
1 I know which results I am responsible for.	☐	☐	☐	☐	☐
2 When our team agrees on a task, one person is named as its owner.	☐	☐	☐	☐	☐
3 I have the authority to make the decisions my work depends on.	☐	☐	☐	☐	☐
4 When a deadline is at risk, people on my team say so early.	☐	☐	☐	☐	☐
5 People on my team keep the commitments they make to each other.	☐	☐	☐	☐	☐
6 I feel comfortable asking a teammate about a commitment they missed.	☐	☐	☐	☐	☐
7 When someone keeps missing commitments, it gets dealt with.	☐	☐	☐	☐	☐
8 I can admit a mistake here and the focus stays on fixing it.	☐	☐	☐	☐	☐
9 Senior leaders are held to the same standards as everyone else.	☐	☐	☐	☐	☐

10 Overall, how would you rate accountability on your team?

☐ Excellent ☐ Good ☐ Fair ☐ Poor ☐ Very poor

11 Which change would help accountability on your team most?

☐ Clear owners ☐ Visible progress ☐ Earlier warnings ☐ Fair follow-up ☐ Leaders going first

12 What is one thing that would make it easier to keep commitments here?

Thank you. Your answers are anonymous.

poll-maker.com/accountability

Optional questions (1 of 2)

Add any of these to the core questions. Keep the numbering running on from page one.

Owners, goals and hand-offs

STATEMENT	STRONGLY DISAGREE		STRONGLY AGREE	
13 My goals for this quarter are written down.	☐ 1	☐ 2	☐ 3	☐ 4
14 I can see how our team's commitments are progressing.	☐ 1	☐ 2	☐ 3	☐ 4
15 Work handed to another team has a clear next owner.	☐ 1	☐ 2	☐ 3	☐ 4
16 I have the tools and budget to deliver the work I own.	☐ 1	☐ 2	☐ 3	☐ 4
17 My manager and I agree on what good work looks like.	☐ 1	☐ 2	☐ 3	☐ 4

My own follow-through

STATEMENT	STRONGLY DISAGREE		STRONGLY AGREE	
18 I finish the tasks I commit to by the date I gave.	☐ 1	☐ 2	☐ 3	☐ 4
19 I warn people before I miss a deadline, not after.	☐ 1	☐ 2	☐ 3	☐ 4
20 I raise problems with my own work before anyone asks.	☐ 1	☐ 2	☐ 3	☐ 4
21 I ask for help before a problem grows.	☐ 1	☐ 2	☐ 3	☐ 4
22 I check that others understood what I committed to.	☐ 1	☐ 2	☐ 3	☐ 4

After the last survey

23 How soon after the last survey did you hear the results?

☐ Within a month ☐ 1 to 3 months ☐ Over 3 months ☐ I never heard them

STATEMENT	STRONGLY DISAGREE		STRONGLY AGREE	
24 I know who owns the actions from the last survey.	☐ 1	☐ 2	☐ 3	☐ 4
25 Our answers to the last survey led to real changes.	☐ 1	☐ 2	☐ 3	☐ 4
26 Leaders told us which changes came from the survey.	☐ 1	☐ 2	☐ 3	☐ 4
27 I expect this survey to lead to action.	☐ 1	☐ 2	☐ 3	☐ 4

Thank you. Your answers are anonymous.

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Optional questions (2 of 2)

Add any of these to the core questions. Keep the numbering running on from page one.

Weekly commitment check-in

28 How many of last week's commitments did you complete?

- ☐ All of them ☐ Most ☐ About half ☐ A few ☐ None

29 What got in the way of the rest? (tick all that apply)

- ☐ Priorities changed ☐ Waiting on someone else ☐ It took longer than planned
☐ What was needed was unclear ☐ Nothing got in the way

30 What will you commit to finishing this week?

31 What do you need from the team to get it done?

When things go wrong

STATEMENT	STRONGLY DISAGREE			STRONGLY AGREE	
32 After a failure, we look for causes, not culprits.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
33 Good work gets credited to the person who did it.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
34 Everyone faces the same follow-up for missed work.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
35 I know what happens after repeated missed commitments.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

About you (optional)

36 Which best describes your role?

- ☐ Individual contributor ☐ Team lead or supervisor ☐ Manager of managers ☐ Senior leader
☐ Prefer not to say

37 How long have you been on this team?

- ☐ Under 6 months ☐ 6 to 12 months ☐ 1 to 3 years ☐ Over 3 years ☐ Prefer not to say