

Accountabilibuddies

Develop partnerships that help group members achieve their goals.

TIME
10-20 minutes

MATERIALS
Paper, pens

TEAM STAGE
Forming, Norming, Storming,
Performing, Adjourning

Learning & Development Outcomes

Participants will work in pairs to develop self-directed plans for personal learning and development. Through working with their partner they will increase productivity and accountability while managing their goal attainment.

Outcomes are focused on developing *21st Century Skills* and the *National Association of Colleges and Employers (NACE) Career Competencies*, including, but not limited to:

- Demonstrating initiative to advance skill levels towards a professional level.
- Prioritizing, planning and managing work to achieve the intended result.
- Establishing, maintaining, and/or leveraging relationships with people who can help one professionally.
- Consistently meeting or exceeding goals and expectations.



Preparation & Logistics

Set Up

- Decide how partners will be determined. Pre-select pairs (or trios if there is an odd number of participants) or let the participants find their own partners.

Safety

- Remind participants that the goal of this activity is progress, not perfection. It is possible that participants will experience setbacks or will not achieve 100% of their goals, and that is perfectly acceptable.

Additional Considerations

- Set aside additional time for a debrief.
- [Click here to watch it live!](#)

Instructions

Summary

Participants develop a system of individual and group accountability within groups by creating strategic and supportive partnerships with people that want to see them reach their goals.

This activity is suitable for all ages. Here are options to use for different levels.

- K-2: Simplify the activity by eliminating the accountability contract. Instead, encourage participants to pick a developmentally appropriate goal (such as practicing basketball 3 times a week or saying something nice to a friend every day) and check in with their partner periodically about how the goal is going.
- 3-4: Add in a secret handshake in place of an accountability contract. Have participants create a secret handshake in their initial meeting when they set their goals. Then, when they meet to check in on their goals they can start out by doing their secret handshake.
- 5-6: Use an abridged version of the accountability contract that includes what each participant hopes to achieve, when those achievements need to be complete, and how often they should check in with each other on progress.

Step 1: Create pairs

- To begin, let partners get to know each other a little bit. Ask them to share things like:
 - What are you excited about doing with this group?
 - Have you been a part of this group or a similar group in the past?
 - What do you enjoy most about this group?
 - What do you enjoy doing outside of this group?
- Tell participants that they have shared these things with their partner because this person will be their Accountabilibuddy. An Accountabilibuddy is a person who helps another person keep a commitment. They are a positive, pragmatic, and motivating force.

Step 2: Write accountability contracts

- Each Accountabilibuddy partnership will look different depending on the individual goals and aspirations of each person. Give them time in their pairs to draft an Accountability Contract. This contract should consist of five things:
 - What do you hope to achieve? (Goals, milestones, tasks etc.)
 - When do those achievements need to be complete? How often should you check in with each other on progress?
 - What do you need out of this partnership from your partner?
 - What do you have to offer to this partnership?
 - Any other important information
- Both partners must sign this Accountability Contract. This contract should be kept for future reference and used to see if participants are on track to reach their goals.

Step 3: Check in with partners

- As a facilitator, set aside time for Accountalibuddies to check in as often as you see fit depending on the needs of the group or the demands of a particular project or event.



Do participants turn in their contracts?

"Depending on the group, participants can either turn in their accountability contracts for credit or safekeeping or they can hold on to them on their own."



This is an ongoing activity that cannot be completed in one sitting. Spread Step 3 out across as much time as you see fit.

K-2 3-4 5-6 7-8 9-12 ASB

Debrief Questions

What

- How was the process of creating your Accountability Contracts?
- What were the most important pieces that you and your Accountabilibuddy discussed or shared with each other that you think will help you to be successful?

So What

- What is the benefit of having an Accountabilibuddy?
- What are some of the challenges that might come with an Accountabilibuddy?

Now What

- What else do you still think you need to know about your partner in order to be a good Accountabilibuddy?
- How can you make the most of these partnerships moving forward?



These questions are a starting point to guide your debrief. Pick the ones that best match your group's experience and add or change questions as needed!

Adjustments for...

Online

- Use breakout rooms so that the Accountabilibuddy pairs can talk and work together on their own. Give them a list of questions to discuss and tasks to complete, such as creating their accountability contract.



Use the adjustment listed as you may see fit for your group's situation.