



Accountabilibuddies

To develop partnerships that help group members achieve their goals

TIME

10-15 minutes



TEAM STAGE

Any Stage

MATERIALS

Paper, pens

SUMMARY

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

SET UP



- Decide how partners will be determined. Pre-select pairs (or trios if there is an odd number of participants), let the participants find their own partners, or pair this activity with an activity like [Dyads](#) where participants naturally end up with a random partner at the end.

INSTRUCTIONS

- 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.
- 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.
- *Optional:* Have each partner pair make up a [Secret Handshake](#) that they can use to greet each other, it can serve as a fun reminder of the progress they are committing to make together.
- As a facilitator, set aside time for Accountabilibuddies 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.



VARIATIONS

-  **Online:** To facilitate this activity virtually, 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. [\[click here for video\]](#)
-  **Asynchronous:** To facilitate this activity asynchronously, assign Accountabilibuddy pairs and give them a window of time in which to find a time to connect to work together. Have them report back on their meeting by submitting their signed Accountability Contract.

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?
- **Facilitator Note:** These questions can be used to guide a debrief, however, pick the questions that best match the group's experience and add or change questions as needed.