



Create the Conditions

Module 4:

Accountability with Empathy.

Theme: Understanding why accountability can be hard to action but how it can exist alongside empathy in a more meaningful way.

01

(1 min)

Introduction and Learning Objectives

True accountability is about owning our impact, not just our intentions. Many of us were taught that accountability equals blame or shame, but in reality, it is about personal growth and integrity. Accountability and empathy can exist together, we can take responsibility while also being compassionate toward ourselves and others. When we model healthy accountability, we encourage young people to do the same.

By the end of this module, you will:

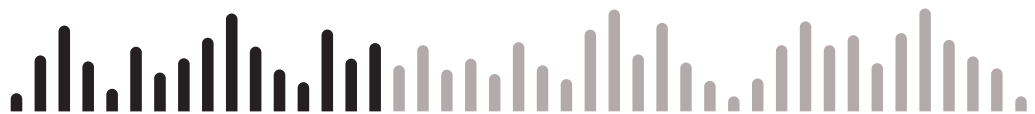
- 1. Understand** the difference between shame-based accountability and growth-based accountability.
- 2. Explore** why it is hard to take responsibility for our actions.
- 3. Learn** how to hold yourself and others accountable with empathy.
- 4. Develop** strategies to encourage accountability in young people without punish mentor shame.

02

(5 min audio recording)

Guided Visualisation

This visualisation will allow you to step into a moment of accountability. It may bring up feelings of discomfort, resistance, or even relief. Whatever comes up, remember that accountability is a skill we can strengthen, not a punishment to endure. Approach your reflection with curiosity so that your mind is open to a new perspective on accountability.



03

(20 min)

Reflective Journaling & Self-Inquiry

Continuing on from the visualisation, take 20 minutes to journal your thoughts. There are no right or wrong answers, this is your personal reflection space to engage with the prompts as deeply as you are able.

Journal Prompts:

Why do I sometimes resist taking responsibility?

- Is it fear of consequences?
- Fear of disappointing others?
- Fear of admitting fault?

How do I react when someone holds me accountable?

- Do I get defensive?
- Do I withdraw?
- Do I listen openly?

What came up for me when I stepped onto the 'path of accountability'?

What is the difference between guilt and shame in accountability?

How can I model healthy accountability for young people?

Trauma-Informed Reminder

Accountability is not about self-punishment, it is about self-awareness. We can take responsibility without shaming ourselves.

04

(20 min)

Interactive Activity: Reframing Accountability

This activity helps support you to redefine accountability as a path toward growth instead of a source of shame.

Instructions:

- Think of a time when someone held you accountable (or should have).
- Write down your initial emotional response.
 - a. Did you feel defensive?
 - b. Embarrassed?
 - c. Angry?
 - d. Guilty?
- Now, rewrite the experience through a growth-based accountability lens:
 - a. Instead of, "I messed up, and now I feel terrible,"
 - b. Reframe it as, "I made a mistake, but I have the power to make it right."
- Reflect on how accountability has helped you grow.

Reflection Questions After the Activity:

- How does reframing accountability change my emotional response?
- How can I hold myself accountable without self-judgment?
- How can I hold others accountable with compassion rather than criticism?

05

(10 min)

Personal Reflection

Take time to reflect (or write if you prefer) on the following:

- Why do people resist accountability?
- How can we encourage young people to take responsibility without fear or shame?
- What does healthy accountability look like in action?
- How can I shift my own relationship with accountability?
- What is one way I can take ownership of my actions with confidence and kindness?

06

(5 min)

Closing Takeaway & Action Step

Key Insight:

Accountability is not about punishment—it is about integrity. We grow when we take responsibility with courage and empathy."

Actions for the week ahead:

Notice your reaction when you make a mistake—do you get defensive, avoid it, or take ownership? Practice reframing one moment of accountability this week as a growth opportunity.



Thank you

Thank you for engaging in this deeply reflective module. Accountability is not about blame or punishment—it's about growth, integrity, and responsibility. By exploring your own relationship with accountability, you are strengthening your ability to lead with both honesty and compassion. Young people don't need role models who are perfect as this doesn't exist. They need role models who are real and who are self-aware. When you hold yourself accountable while also allowing space for empathy, you show them that growth is a continuous process, one that requires both courage and kindness of self.

Thank you for showing up for this work, for being willing to look inward, and for committing to leading with both strength and understanding. The impact of your self-accountability while holding self-compassion will be felt far beyond today.