	Culture of Blame	Culture of Accountability
Believes	People are the problem	People are problem solvers
	Problems are headaches	Problems are learning opportunities
	Admitting weaknesses is career limiting	We are all still learning
Focused on	Who is wrong	What is wrong
	The individual	The process
	Fault-finding	Fact-finding
	The past	The future
	Assigning punishment	Improving future results
Results in	Making assumptions	Considering alternatives
	Hoarding decision-making authority	Delegating decision-making authority
	Hiding problems	Surfacing problems and solutions
	Finger-pointing and CYA behaviour	Learning from mistakes
	Distrust	Trust
	Turf wars	Cross-functional cooperation
	Risk adverse	Calculated risk taking
	Wait until told	Taking initiative
	Lack of innovation	Innovation

Reflection Opportunities:

- Based on this information, what type of company culture are you most experienced with and how has that affected your entrepreneurial journey?
- Which of your core values aligns with the information within this chart? How can you use those to determine what your current options are?
- How can you shift to a Culture of Accountability within your company, peer group, and relationships?