

THE POWER UP # 2

Practicing the New Q&A

In this POWER UP, you'll find questions for yourself, for your team (if you have one), and for your leadership role (if you hold one). These aren't just something to skim over. You've got to sit with them. Let them push on you a little. Review each section and select four or five that make you pause. The ones you want to skip past. Yeah, those are probably the ones you need most.

Don't wait around for some perfect moment. Just start. Use them with yourself, your team, your partner, your family, anywhere accountability needs a boost. Because one superpower question, asked at the right time, can shift the whole direction of a conversation or your life. Accountability isn't built by the answers we have. It's built by the actions we take. These questions are tools. Grab them. Use them. And let them do what they're meant to; move you and others forward.

SUPERPOWER ACCOUNTABILITY QUESTIONS FOR YOU:

- What is my responsibility for this problem?
- What am I pretending not to know that's keeping me stuck?
- When I say, "It's not my fault," what am I trying to protect?
- Where in my life am I waiting for someone else to change first?
- What story am I telling myself to excuse my lack of results?
- What's the real reason I didn't follow through on that commitment?
- How often do I blame time when the real issue is a lack of priority?
- Where do I hand over my power by blaming others?
- What uncomfortable truth about myself am I avoiding?
- Where am I showing up with my "B-game" and calling it effort?
- What's one lie I keep telling myself that lets me off the hook?
- If I were fully in control of the outcome, what would I do differently today?
- What am I doing that I would fire someone else for doing?
- Who do I need to stop blaming to start changing?
- Where am I making excuses instead of making progress?
- What am I tolerating that's undermining my standards?
- What's one thing I said I'd do but haven't—and why?
- What fear is hiding behind my procrastination?
- What pattern keeps reappearing in my failures that I refuse to acknowledge?
- What if the obstacle is not out there, but in me?
- What habit am I defending that's quietly destroying my potential?
- What emotions do I use as permission to avoid action?
- What would change if I stopped waiting to feel "ready"?



- Where do I confuse busyness with effectiveness in my life?
- What have I outgrown but still cling to out of comfort?
- How often do I justify poor results with good intentions?
- Where do I resist feedback because it hurts my ego?
- What's one uncomfortable conversation with myself I've been avoiding?
- Where am I playing small to avoid the risk of failure?
- What standard do I hold others to but excuse in myself?
- What part of my current reality that I don't like is a result of my decisions?
- Where am I avoiding the mirror because the truth costs too much?
- What have I been avoiding that would immediately shift my momentum?
- How would my life change if I stopped blaming circumstances?
- Where am I choosing comfort over commitment?
- What do I need to admit to myself before I can move forward?
- What story do I need to stop telling to reclaim my power?
- What am I currently doing today that will predict my failure tomorrow?
- How aligned are my words and actions?

SUPERPOWER ACCOUNTABILITY QUESTIONS FOR YOUR TEAM:

- How can we collaborate to find a solution using what we have available?
- Who do we need to ask for more information to enhance our perspective on this problem?
- Where do we pass the buck instead of taking ownership?
- What excuses have we normalized that are killing our credibility?
- How often do we tolerate mediocrity in the name of keeping peace?
- Where do we avoid the hard conversations that would raise the standard?
- What's the cost of our silence when something's off track?
- Where are we blaming the system instead of becoming the solution?
- What happens around here when we fail? How clear are we on who owns what?
- When something goes wrong, do we look out the window or in the mirror first?
- How often do we protect feelings at the expense of performance?
- What bad behaviours do we reward, and what do we allow?
- Do we walk past problems we wouldn't accept in ourselves?
- When did we last challenge ourselves to level up, not just keep up?
- Where are we confusing motion with momentum?
- How are we encouraging each other to be accountable without shaming or blaming?
- Where have we become more reactive than responsible?
- Are we a team that makes things happen or lets things happen to us?
- What do we pretend is "not our job"?



- What truths are we avoiding that would set us free if we faced them?
- How honest are we with each other when it really counts?
- Where are we under-communicating and over-assuming?
- What agreements have we made that we quietly break?
- How consistently do we follow through, regardless of the pressure?
- Where do we cover for each other instead of calling each other up?
- What's our real track record on ownership versus excuses?
- How do we respond when accountability is uncomfortable?
- Where do we need to stop being polite and start being real?
- What do we need to say out loud that everyone's thinking?
- When was the last time we discussed our own blind spots as a team?
- How safe is it to fail around here, and what does that create?
- How often do we reflect as a team, not just react?
- Where have we lowered our standards without saying so?
- What do we consistently allow that sends the wrong signal?
- Where do we default to hierarchy instead of shared responsibility?
- What do we blame customers or vendors for that we could fix?
- How well do we take ownership of our part in a shared breakdown?
- What's the hard truth about our culture we need to face now?

SUPERPOWER ACCOUNTABILITY QUESTIONS FOR LEADERS:

- How can I adjust my communication style to ensure I am heard?
- Was I as clear as I could be in this situation? How could I be clearer?
- What part of this problem do I secretly hope isn't my fault?
- Where am I setting the tone, I claim to hate?
- What culture am I creating by what I tolerate?
- When I look at my team, what behaviours do they reflect about me?
- What am I asking others to do that I haven't modelled myself?
- Where have I confused being liked with being respected?
- Who on my team is underperforming because I've been unclear about expectations?
- Where have I replaced honest feedback with vague encouragement?
- What am I avoiding that is costing my credibility?
- Where do I blame the team when the leadership gap is mine?
- What decisions am I postponing because I'm afraid of the backlash?
- Where am I over-functioning because I haven't empowered others?
- When was the last time I publicly admitted to a mistake?
- How often do I reflect on the unintended consequences of my leadership?
- Where do I pretend I'm too busy to fix what I know is broken?
- How often do I lead by example versus expectation?
- What if every problem in my team were a leadership issue?



- Where am I letting fear of conflict keep dysfunction in place?
- What have I allowed to persist that is quietly rotting the culture?
- If my team mimicked my mindset today, would we win or lose?
- How often do I ask for feedback and actually apply it?
- Where am I playing it safe instead of leading boldly?
- What am I demanding from others that I don't demand from myself?
- Where do I deflect responsibility under the cover of "delegation"?
- How do I handle truth when it's uncomfortable or unflattering?
- Where do I apologize with excuses instead of ownership?
- What version of me shows up when the pressure is on—and do I like it?
- Where am I trying to rescue people instead of helping them grow?
- What do I tolerate in myself that weakens my influence?
- How well do I coach versus control?
- What is my leadership shadow, and how is it shaping my team?
- What would happen if I stopped managing and started truly leading?
- Where am I doing their job because it's easier than developing them?
- What standard have I lowered to keep someone from quitting?
- How am I a part of my team's growth?
- What fear is driving my silence or softness as a leader?
- How much of my team's dysfunction is a mirror of my own?
- Where do I expect excellence, but only invest minimally?
- What belief about leadership is holding me back from rising higher?

