

The Accountability Scorecard

Powered by The Centered CEO

Inner Clarity for Strategic Impact

As a former CEO and Board Advisor, I leverage three decades of experience to guide leaders using the proprietary Clarity-to-Impact Model. This scorecard provides the essential dual-scoring framework required to eliminate the **Integrity Tax** and ensure cultural health drives financial performance.

Instructions: Score leaders on their **Performance** (Section 1). Then, answer the five behavioural criteria (Section 2) to calculate the non-negotiable **Integrity Score** for final placement in the accountability matrix.

1. Dual-Axis Leadership Review

Instructions: Score the leader's Performance (What they deliver) on a 1-5 scale (5=Excellent). The Integrity Score will be derived from the calculation in Section 2.

Leader Name/Title	Performance Score (1-5)	Integrity Score (1-5)	Placement Quadrant
Leader A			
Leader B			
Leader C			

2. Defining the Integrity Score (The "Culture Carrier" Mandate)

Answer the following questions honestly. Your answers directly inform the leader's final Integrity Score.

Integrity Metric	Assessment Criteria	Yes/ No	Score Rationale (Brief Notes)
1. Collaborative Trust	Does this leader actively seek out and support cross-functional group projects, even when inconvenient?		
2. Feedback Reception	Does this leader solicit and process difficult peer/upward feedback without becoming defensive or retaliatory?		
3. Relational Echo Fidelity	Does this leader's personal behaviour consistently reinforce the culture we preach (e.g., respect, transparency) in public and private?		
4. Talent Protection	Has this leader caused the departure of high-potential, high-integrity employees due to their style or behaviour in the past 12 months?		
5. Vision Alignment	Does this leader use selective data or information to cast doubt on agreed-upon strategic priorities?		

CALCULATION MANDATE:

- 1. Tally the 'Yes' Answers:** Count the total number of 'Yes' responses for the 5 Integrity Metrics (Max 5).
- 2. Convert to Score (1-5 Scale):** Use the total tally to determine the Leader's Integrity Score.
- 3. Transfer the Score:** Move the final Integrity Score to the table in Section 1.



3. The Accountability Mandate (Matrix Placement)

*Use the calculated scores from Section 1 to place the leader into one of the four quadrants. **The threshold for HIGH is a score of 4.0 or higher.** *

Quadrant Definition	Placement Criteria	Mandate & Strategic Action
I. Star Carriers	Performance (4+)/Integrity (4+)	MANDATE: Promote/Protect. These are your true cultural carriers. Invest heavily in their advancement.
II. Valuable Contributors	Performance (1-3.9)/ Integrity (4+)	MANDATE: Coach/Retrain. Performance is recoverable. Invest coaching into the skills gap.
III. Organisational Drain	Performance (1-3.9)/ Integrity (1-3.9)	MANDATE: Exit. Clear out organisational drain.
IV. Toxic Achievers	Performance (4+)/Integrity (1-3.9)	MANDATE: Zero Tolerance. These 'Toxic Achievers' must be placed on a 30-day resolution plan. Their behaviour signals to 99% of your workforce that integrity is optional. This is the core of The Integrity Tax.

Ready to Eliminate the Integrity Tax?

If this Scorecard identified one or more leaders in the **Zero Tolerance** quadrant, your organization is paying a hidden cost that is sabotaging your **Sustainable Impact**.

Initiate a Confidential Strategic Discussion to explore how the **Clarity-to-Impact Model** can install disciplined accountability and drive High-Integrity performance.