

The **DARE Model** For Workplace Accountability



Deal with Issues Promptly

- Identify specific behaviors requiring attention.
- Address them directly before they escalate.
- Focus on solutions rather than delaying.



Assume Positive Intent

- Assume issues stem from misunderstandings.
- Recognize assumptions, share your perspective.
- Check whether your interpretation is accurate.



Respect Other Perspectives

- Acknowledge that unique experiences shape others.
- Valuing diverse thinking strengthens accountability.
- Openly and respectfully challenge thinking to generate new solutions.



Empathize to Move Forward

- Emotional regulation is key, not suppression.
- Identify and express vulnerable emotions.
- Create safer spaces for accountability conversations.