

**Group Application**

Integrity and Accountability

LEARNING OBJECTIVES

- Participants get an introduction to the concepts of integrity and accountability, and have an opportunity to reflect on examples from their own lives.

MATERIALS NEEDED

- Large paper/whiteboard
- Markers
- Index cards
- Pens/pencils
- Small box or container

PART 1: ICEBREAKER

Truth Circle Game

**10 MINUTES****OBJECTIVE:**

Build trust, introduce concepts of honesty and accountability in a fun, low-pressure format.

FACILITATOR SCRIPT:

“Welcome, everyone! Today we’re going to explore two powerful concepts that can really change how we navigate life’s challenges: integrity and accountability. But before we dive into the lesson, let’s start with a quick game called ‘Truth Circle.’

Here’s how it works: We’ll sit in a circle, and I’ll start by sharing one true statement about myself and one statement that isn’t true. The group needs to guess which statement is true and which one isn’t. After the group guesses, I’ll reveal the truth. Then we’ll move to the next person.

The key is to make both statements believable. This game helps us think about honesty and how we present ourselves to others. Remember, this is a judgment-free zone—we’re just getting to know each other better.

I’ll start:

Share two statements about yourself, one true and one false.

Now, which one do you think is true?

After guesses

The truth is **[reveal answer]**.

Now let’s continue around the circle.”

FACILITATION NOTES:

- Ensure everyone participates
- Keep the pace moving to maintain engagement
- Gently redirect if statements become too personal or inappropriate
- After everyone has shared, briefly discuss how it felt to try to determine truth from falsehood

TRANSITION:

“Great job, everyone! This game gives us a fun glimpse into how we present ourselves and how others perceive us. Now let’s think deeper about what it means to live with integrity and to be accountable for our actions.”

PART 2:

Integrity and Accountability

30 MINUTES

PART 2A:

Understanding Integrity

15 MINUTES

“Let’s start by exploring what integrity means. Who’s heard this word before? What do you think it means?”

[Allow 2-3 minutes for responses, write key words on board]

“Integrity is about being whole and undivided in your values and actions. It means doing the right thing even when no one is watching. Think of integrity like a bridge—if it’s built with strong materials and good design, it holds up even under pressure. But if parts of the bridge are weak or missing, it can collapse when tested.

In our lives, integrity means our actions match our values. It's when what we do lines up with what we say is important to us."

Ask the participants

"Do you know anyone who has integrity?"

Introduce the phrase "role play" to the participants (ask if someone can define it for the group).

Run a role play with the following parameters:

The facilitator is the Narrator and participant volunteers are Participants A, B, and C (Participants A, B, and C will be replaced with the names of the participants participating in the role play).

PARTICIPANT B:	Would you like to play basketball this weekend?
PARTICIPANT A:	Yes, thank you. I'll be there!
NARRATOR:	Next day
PARTICIPANT B:	You didn't show up for basketball yesterday, what happened, where were you?
PARTICIPANT A :	Oh, yeah, I didn't see you there.
NARRATOR:	Next week
PARTICIPANT B:	Hey, can you help me move a table out of my apartment this afternoon?
PARTICIPANT A:	Yes, of course. I'll see you then.
NARRATOR:	Next day
PARTICIPANT B:	Where were you yesterday? I thought you were going to help me move that table.
PARTICIPANT A:	I got held up with something and couldn't make it—sorry.
NARRATOR:	Next week
PARTICIPANT B:	Are you free this weekend?
PARTICIPANT A:	Um...yeah. I'm free this weekend.
PARTICIPANT B:	Great! We are going to get some food on Saturday. Want to join?
PARTICIPANT A:	I'll be there.
NARRATOR:	Next week
PARTICIPANT B:	Where were you?
PARTICIPANT A:	Oh, I couldn't make it, sorry.
NARRATOR:	Next day
PARTICIPANT C:	(To Participant B) How come [Participant A] is never around?
PARTICIPANT B:	Because s/he is a liar.

DISCUSSION QUESTIONS:

- What do you think about Participant A's reputation?
- Participant C only came in at the end, and doesn't really know Participant A that well but what do they know for sure about Participant A?
- Who would trust Participant A?

ROLE PLAY - PART II:**NARRATOR:**

Two months later

PARTICIPANT A :

(To Participant B) I'm really sorry I didn't show up all the times you asked me to before. I really wanted to hang out with you, but my mother was sick and I needed to take care of her. I was embarrassed to tell you. So, I just didn't show up. I should have just been honest with you, and I'm sorry. I won't do that again.

PARTICIPANT B:

It's okay, I accept your apology.

DISCUSSION QUESTIONS:

- Who would accept their apology?
- Who would accept their apology with reservations?
- Who would never speak to them again?
- Did Participant A get their integrity back?
 - Behavior change is needed to return to integrity
- Can Participant A really get your trust back?

“Everyone at some point is out of integrity. This is something we all struggle with, myself included, we're all human and we make mistakes. You know what's really hard? Being honest. Honesty takes practice. Practice makes better, not perfect. **Perfection is not the goal; honesty is the goal.** So when I mess up, I take 'ownership,' or 'accountability' for my mess up, and do what I can to set it right. That also means changing the behavior at the root of the question of integrity.”

PART 2B:

Accountability

10 MINUTES

“Now let’s talk about accountability. Connecting integrity and accountability: Integrity is about living according to your values, and accountability is what helps you get back on track when you’ve strayed from those values. Together, they form a powerful foundation for building trust with others and self-respect. While integrity is about aligning your actions with your values, accountability is about owning those actions—especially when things go wrong.

ACCOUNTABILITY MEANS:

- Recognizing when you’ve made a mistake
- Accepting responsibility instead of blaming others
- Taking steps to make things right
- Learning from the experience to do better next time

Many of us have learned to avoid accountability because we fear punishment or rejection. But here’s something powerful: when we take accountability, we actually gain respect and trust from others, and we grow stronger ourselves.

Let’s explore this with an activity called ‘The Blame Game vs. Accountability.’”

ACTIVITY INSTRUCTIONS:

1. “I’ll read a situation where something has gone wrong.”
2. “First, we’ll brainstorm how someone might avoid accountability in that situation.”
3. “Then, we’ll reframe it to show what taking accountability would look like.”

SCENARIOS:

1. “You were supposed to be home by 10 PM, but you got home at 2 AM.”
2. “You borrowed your cousin’s favorite jacket and accidentally tore it.”
3. “You failed a test because you didn’t study.”
4. “Your friend told you a secret, and you shared it with someone else.”

For each scenario, facilitate discussion on both blame-avoidance responses and accountability responses.

“Notice how different these responses feel. When we blame others or make excuses, we might feel temporarily safe, but we give away our power to change and grow. When we take accountability, we might feel temporarily uncomfortable, but we gain respect and the ability to learn and improve. Accountability is being responsible for the consequences of your actions, whether intended or unintended.

DISCUSSION:

- Does anyone want to share about a way you are not in integrity right now?
- What would being accountable look like in that situation?

PART 3:

Closing Reflection

5 MINUTES

“Before we end, I want to share something important: developing integrity and accountability is a journey, not a destination. We all mess up sometimes. What matters is that we keep trying to align our actions with our values and that we take responsibility when we fall short. Sometimes being ‘out of integrity’ can keep me safe in a dangerous situation, or can help those I love in a time of need. If I steal food to feed my starving children, am I ‘out of integrity’? I stole something, so that is theft, but I also have a responsibility to provide for my children. At another point in this curriculum we’ll talk about values, and how being in integrity is alignment with your values system. The choices you make about honesty and responsibility might seem small in the moment, but over time, they shape the person you become and the opportunities you’ll have. Every time you choose integrity and accountability, you’re building strength for your future. Love yourself enough to say, ‘I am going to live a life of integrity.’ Holding someone accountable can be an act of love (emphasis on the holding).”