

OARBED

V
I
C
T
O
R

Ownership

Accountability

Responsibility



Above the line

*Speaking from the 'I...'
Being the adult - taking control
See it, do it, own it*

C
H
O
I
C
E

V
I
C
T
I
M

Blame

Excuse

Deny

Below the line

*Speaking from the 'You...'
Being childlike - feeling out of control
Ignore or wait and see
'It's not my job'
No initiative*



J
U
S
T
I
F
Y