

# 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