

# 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  
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I  
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E

V  
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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