

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

Below the line

Blame

Excuse

Deny

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