



V
I
C
T
O
R

Ownership

Accountability

Responsibility



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

C
H
O
I
C
E

Above the line

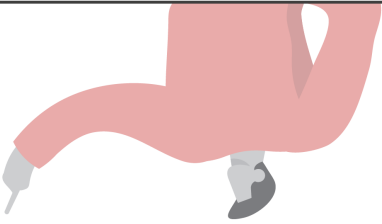
O
A
R
B
E
D

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