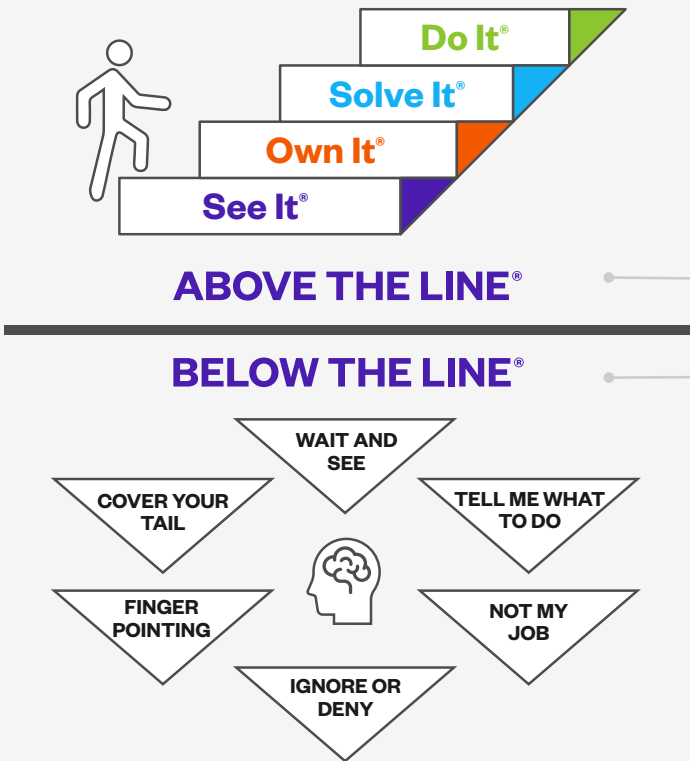


# Steps To Accountability<sup>®</sup>

GET ABOVE THE LINE<sup>®</sup>

**DEFINITION OF ACCOUNTABILITY** - a personal choice to rise above one's circumstances and demonstrate the ownership necessary for achieving Key Results.



## GETTING ABOVE THE LINE...

### GOING BELOW THE LINE...

- ✔ is natural when met with difficult situations, but don't get stuck there.
  - ✔ makes us feel victimized and frustrated, and we miss opportunities.
  - ✔ costs your organization more than you may realize in terms of reputation, turnover, and missed results.
- ✔ requires an intentional decision to focus on what you can control.
  - ✔ is a personal choice to rise above, to **See It, Own It, Solve It, Do It.**
  - ✔ is a powerful and necessary place to be to achieve results.

Demonstrating ownership for achieving Key Results means spending more time Above The Line. Yet, in a typical organization people spend 50-70% of their time operating Below the Line. Think of the negative impact that has on an organization's ability to achieve results.

People go Below the Line for many reasons – it's a natural response to stress. But when they get stuck there desired results cannot be achieved. Leaders can help them get back Above the Line quickly using the SOST model.

**See It<sup>®</sup>** What is the reality we most need to acknowledge?

**Own It<sup>®</sup>** How are we contributing to the problem and/or solution?

**Solve It<sup>®</sup>** What else can we do?

**Do It<sup>®</sup>** What are we accountable to do, by when?