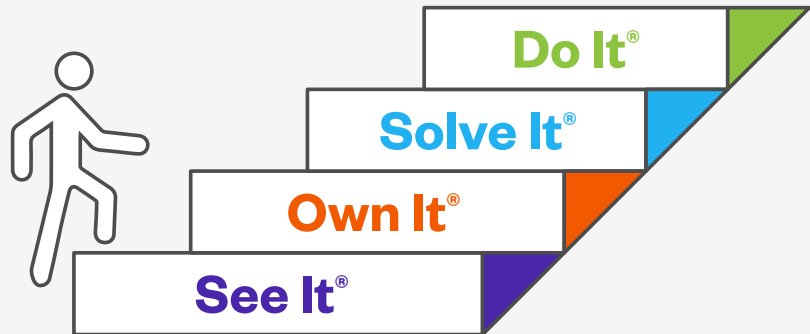


What is Above the Line® Behavior?

Above the Line behavior, from the Steps to Accountability® Model, refers to actions that demonstrate accountability for achieving results.



It consists of the following four steps: See It, Own It, Solve It, Do It (or SOSD). Being Above the Line requires an intentional choice to focus on what you can control to achieve results and overcome obstacles, rather than looking for ways to avoid accountability or blame others. Below are the definitions of each step and a few example actions that you can take to demonstrate each step.

STEP	DEFINITION	EXAMPLE ACTIONS
See It®	The willingness to acknowledge the reality of the situation	<ul style="list-style-type: none"> Asking others for their perspective Giving and asking for feedback
Own It®	The choice to be engaged, involved, and explore how you are contributing to the problem and/or situation	<ul style="list-style-type: none"> Aligning your work to organizational Key Results Acting on the feedback that others give you
Solve It®	Demonstrated commitment to keep asking, “What else can I do?” until the desired results are achieved	<ul style="list-style-type: none"> Constantly ask, “What else can I do?” Collaborate across functions or other boundaries to develop solutions
Do It®	Choice to follow through and execute on commitments made	<ul style="list-style-type: none"> Accomplish the things that you say you will do Do not blame others