

OAR BED

Building high-performing teams through an 'above the line' peak mindset

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▲ VICTOR · PRO-ACTIVE · SOLUTION FOCUSED ▲
ABOVE THE LINE

Ownership

"I see it"

O

- I notice what needs to happen
- I don't wait to be told
- I take the initiative

Accountability

"I own it"

A

- I hold myself responsible for outcomes
- I don't shift blame when things go wrong
- I follow through on my commitments

Responsibility

"I do it"

R

- I take action
- I listen and stay curious
- I choose my response — not my reaction

STAY OUT OF BED

THE LINE

YOU CHOOSE WHERE YOU STAND

▼ VICTIM · REACTIVE · PROBLEM FOCUSED ▼
BELOW THE LINE

Blame

"Not my fault"

B

- I point to others when things go wrong
- I focus on who caused the problem
- I avoid looking at my own contribution

Excuse

"Not my job"

E

- I explain why something couldn't be done
- I focus on obstacles, not solutions
- I wait for someone else to act first

Denial

"No need to learn"

D

- I refuse to acknowledge the problem
- I resist feedback or reflection
- I wait and see — hoping it goes away

MANAGER ACTIONS

Lead by example

Open communication

Set expectations

Recognise OAR

Address BED early

Model OAR in your own language & choices

Make it safe to own mistakes openly

Name OAR & BED behaviours explicitly

Reward ownership and accountability

Don't let blame become habit