



## **The Oz Principle: Getting Results Through Individual and Organizational Accountability**

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The Oz Principle's goal is to show how "individual and organizational results of people improve dramatically when people overcome the deceptive traps of the victim cycle and take the Steps To Accountability".

**Below the Line:** Most people and businesses are trapped in the victim cycle. This kind of thinking is "Below the Line", it will never improve itself because it blames all the failures on something outside itself. This attitude does not see the need for itself to change.

**Above the Line:** Above the line thinking happens when we ask the question "What else can I do?". It realizes that we cannot control everything, but what things could we do to improve ourselves or better prepare for the future? It is learning to take accountability for our actions and being willing to confess that we may not be doing everything we could be if we truly want something to succeed.

### **The steps to moving Above the Line (the steps to accountability):**

**See It—** "involves recognizing and acknowledging the full reality of a situation....this step poses the greatest hurdle because it's so hard for most of us to undertake an honest self-appraisal and acknowledge that we can do more to get results."

**Own It—** "accepting responsibility for the experiences and realities you create for yourself and others."

**Solve It—** "entails changing reality by finding and implementing solutions to problems that you may not have thought of before, while avoiding the trap of falling back Below The Line when obstacles present themselves."

**Do It—** “entails mustering the commitment and courage to follow through with the solutions you have identified, even if those solutions involve a lot of risk.”

**The steps to helping OTHERS move Above the Line:**

1. **Listen** to what they have to say.
2. **Acknowledge** the victim facts and obstacles.
3. **Ask** them to consider “What else can you do” to overcome this obstacle and achieve the desired result.
4. **Coach** by walking them through the steps to accountability. Don’t do it for them, allow them to come up with the answers and solution. Empower, don’t cripple by carrying them.
5. **Commit** to help them develop an action plan.

**How to hold people accountable:**

1. **Define the result.** What rings the bell?
2. **Determine together a time to report.** What progress has been made?
3. **Deliver praise or coaching.** “Well done” or “What else can you do?”