


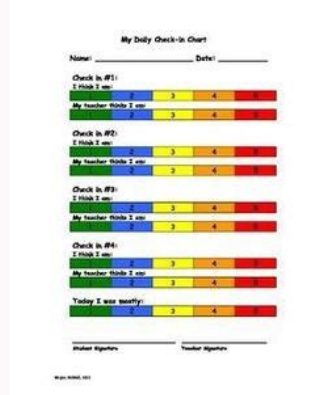
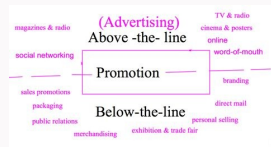
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I'm not robot


reCAPTCHA

Open

Above and below the line behaviour template



Where are you living?

Victor

Response-ability
Acknowledge
Choices
Power
Freedom

Victim

Blame
Justify
Deny
Quit

<http://mathcoachscorner.blogspot.com>

ABOVE THE LINE

BELOW THE LINE



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You also see different people, couples and groups working above and below the line, depending on the project and the interpersonal relationships at stake.For example, you may have two members of your team who work very well together and operate constantly above the line. It's also really understandable; As Brene Brown explains in her Ted Talk, Å"the blame is the shock of discomfort and painÅ" in attributing it to someone else.On the other hand, people and teams who sit above the line are often in an environment where, as a team and as individuals, they are happy to accept and be responsible for the results they produce, not ³ the excellent ones, but the not so good ones too. This is particularly true when the outcome is less than desirable. Knowing where ³ perceive you is really important.But when those two people are part of a larger group, they fall below the line because of the interpersonal relationships at stake.It is really important to recognize that they all fall below the line, if not all the days, certainly the greatest of days. These can manifest themselves in several ways; for example, if you are in a meeting ³ a member of your team and discussing a project that may not have been managed as well as you would have liked, you may say Å"you could have managed it better if you had not received the support you needed from (team member/department). An excuse or justification ³ the result, and in the process, blame the other person or department involved.Å In this example, it is also necessary for each team member to assume personal responsibility for everyone to work productively; both the team member is tempted to Another department and the department that they believe that they did not contribute to a good result. Some training questions can be useful in this situation; Counteracting that response with something along the lines of Å ċ Å å, ~ "I know this will have an adverse effect on the project. It is psychological security, personal responsibility and a feeling of insecurity and insufficiency and teamwork. Usually, the thinking of the line. It is manifested in organizations with cultural problems, where teams or individuals do not feel comfortable, or do not want to accept the shared or unique responsibility of the results they produce. It should be said that one of the most important things you can do as a leader to encourage over the behavior of the line is to demonstrate it yourself. As good ♡eders, we know that our employees They are not perfect, nor. This can manifest itself in several ways; For example, if you are working with your colleagues in a project and someone on the team has not fulfilled a limit date, you will feel cómodos to put your hand and say something along the lines of; Å ċ Å, ~"Sorry, I did not do it in time. Personal responsibility can be really challenging. In these environments, colleagues generally experience a high level of psychological security and can work in collaboration among Så. Antonio Maxwell, Senior Leadership Facilitator in WLA, said the model: Å ċ å, å "Saying on the line really is really challenging for most individuals and teams. Focus on the identification of one thing in which I could work on the next 30 days and then nU nU .sopiugе sorto ne sanosrep sal osulcni e rosivrepus us ,ejabart euq sal noc sanosrep sarto noc senoicasrevnoc sus e-Alpha .zev al A .olle ne etnemavitca o The team that feels that you are not valued, which are in a precarious position in the workplace or that are not very dear for your team or manager, is much less likely to feel capable of assuming your personal responsibility Actions and the results it produces. Produces.

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