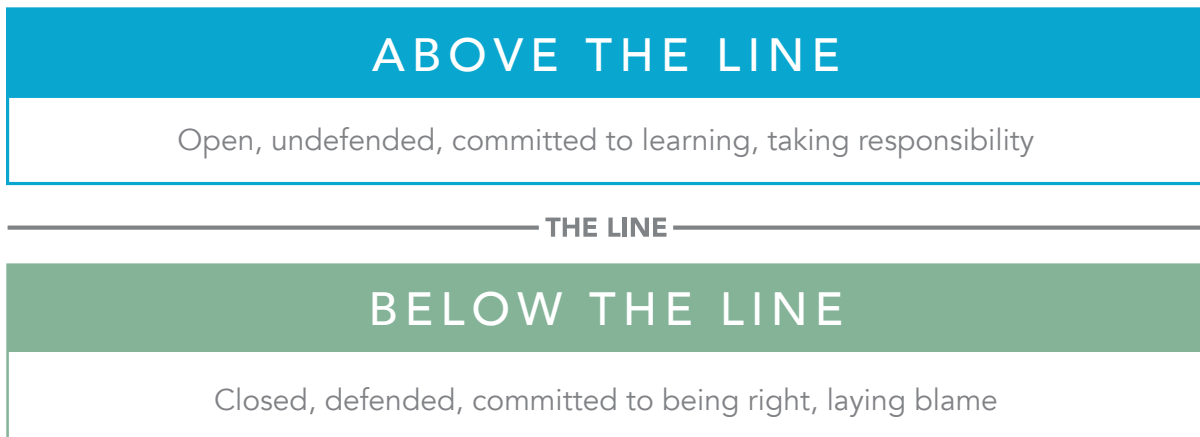




Leadership Above and Below the Line

Above the Line is an open, undefended, curious state where learning, growing, and claiming our creative power is the foundation for action.

Below the Line is a closed, defended state where being right, and protecting ego, position or power is the foundation for action.



Neither state is right or wrong. They simply "are." We move fluidly Above and Below the Line with the rhythm of life and as our moods shift according to how we interpret events. The point is to be aware of our operating state in any moment.

*Based on work developed by hendricks.com, juliacolwell.com, conscious.is, and *The Oz Principle**

craftedleadership.com

Examples of Leadership Above and Below the Line



TRUST

Principles

- Claiming my 100% responsibility
- Embracing feedback as an engine for growth
- Focusing on evolution (what can I learn from this? how can I grow from this?)
- Seeing others as whole and capable

Language

- "I'll take ownership of that."
- "Please give me feedback."
- "Is there something you want to say that I'm not hearing?"
- "I choose to..." (vs. "I have to...")
- "My part in creating this issue is..."

Behaviors

- Seeing the problem, taking ownership of addressing and solving it
- Communicating with wonder and without blame
- Dropping defensive behaviors and getting deeply curious
- Revealing (important facts, feelings, thoughts)

THE LINE



FEAR

Principles

- Feeling at the effect of my circumstances or other people
- Seeing feedback as negative, something to fear or resist
- Focusing on pathology (what's wrong)
- Seeing others as less than whole or capable

Language

- "Someone should do that." "We should do something about it."
- "It's not my job." "No one showed me how to do it."
- "That's just the way it is." "That's the way we've always done it."
- "We don't have enough people/time/resources to do anything about it."
- "That doesn't apply to us."
- "It's all my fault."

Behaviors

- Avoiding seeing the problem or avoiding taking ownership of it once seen
- Finding fault, complaining, blaming
- Becoming defensive and/or entrenched in a position
- Attached to being right
- Concealing (important facts, feelings, thoughts)
- Avoiding, collapsing under, or resisting feedback