



Reflection Activity: OHAAT Own It

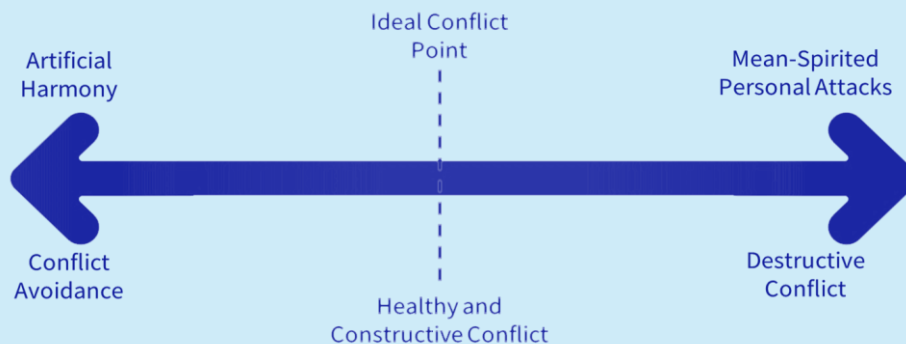
Conflict Continuum

15 – 30 minutes

To **Own it** and be accountable means to be committed to succeed, and therefore to take ownership of outcomes. It means owning success as well as failures and creating a climate of safety to admit when we're wrong and learn from it. Integrity is central to this. To be accountable also means to take ownership of your own development.

Activity overview

Watch the [Conflict Continuum](#) (2 minutes) explained by Patrick Lencioni



Open, honest, constructive dialogue and debate to discuss everyone's perspective.

Reflection questions

- What does healthy conflict look like in your team?
- Where do you feel your team is on the continuum?
- How will you know if you've 'crossed the line'?
- How does conflict or fear or conflict act as a barrier to 'Owning it'?
- What approaches could you take to help your team achieve healthy conflict?
- In what way would healthy conflict enable your team to 'Own It' more effectively and challenge each other to be accountable?

Tip: This activity can be completed as a team-based exercise.