



Australian Government
Australian Taxation Office



Reflection Activity: OHAAT Own It

Lead without the role

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

Read [5 ways to show you can lead — even when you don't have a leadership role](#) (David Burkus – Ideas TED)

We often talk about **Management** as determined by positional authority, whilst **Leadership** that sits outside of formal roles, authority, or structures. Reflect on the article and complete the questions below.

Reflection questions

- When was the last time you took responsibility for something not going to plan?
What happened and what did you learn from that?
- What are the opportunities that exist for you to include others in your work?
- How could you ensure that you are seen to be 'elevating' those around you?
- With consideration to your workgroup – how do people 'speak up' usually?
- What is the tone that you need to achieve in order for your ideas and perspectives to be heard?
- Who do you know who is great at asking questions?
- Why do you feel they are great at doing so and how do they do this?
- What other ways can you see (or have you seen) people demonstrate leadership without holding a formal title or role?