



**Above or below the line?**



WHE  
WIP

COMMITTED TO BEING RIGHT  
DEFENSIVE  
CLOSED ↓

# Where are **you**?

Take a minute to think about it

## Moving from below the line

It is **totally OK** to be below the line! If you'd rather not, then

If you're below the line, ask yourself	If someone else is below the line, ask them
<ul style="list-style-type: none"><li>● What's going on? Why might I be below the line?</li><li>● When I'm below the line like this, what behaviours do I exhibit?</li><li>● What are the impact of these behaviours?</li><li>● What needs to change in my world for me to be above the line more consistently?</li><li>● What is one thing I can do to get above the line?</li></ul>	<ul style="list-style-type: none"><li>● Tell me more about why you are above or below the line.</li><li>● What behaviours emerge when you feel below the line?</li><li>● What needs to change in order to get you above the line?</li><li>● What can I do to help you stay above the line?</li><li>● How can I/we best support you in this time?</li></ul>

## Activity: Below the line behaviours

- Think about **how you are in the world** when you're "below the line." How might someone describe you?
- Write down each behaviour. These may be things like
  - is extra sarcastic
  - withdraws from the conversation
  - focuses on unimportant details
- At some future time you might ask a trusted colleague what they notice.



## Activity: How to help me

- For each behaviour that you exhibit when you're **below the line**, write down one thing that a colleague can do to help.
- Look at these helps. Are there any **patterns**?
- Are there any that you'd like to **add to your user manual**? If yes, do that now.