



soundview
Executive Book Summaries®

The Wisdom of Oz

Using Personal Accountability to Succeed in Everything You Do

THE SUMMARY IN BRIEF

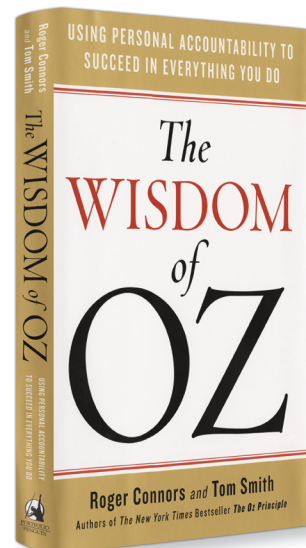
What are your dreams? What do you want? This book will help you get whatever you consider worthwhile in life. Simply put, when you unleash the power of personal accountability, it will energize you in life-altering ways, giving you a concrete boost that enhances your ability to think, to withstand adversity, to generate confidence, and to increase your own natural emotional, mental, and intellectual strength.

In *The Wisdom of Oz*, Roger Connors and Tom Smith present the practical and powerful principles of personal accountability in simple, down-to-earth terms that you can apply. Connors and Smith demonstrate that by taking personal ownership of your goals and accepting responsibility for your performance, you also take control of your success.

You will discover that while no one will ever wave a wizard's wand and magically solve all your problems, there is a way to experience the near magical impact of personal accountability.

IN THIS SUMMARY, YOU WILL LEARN:

- Why accountability is a personal choice to achieve desired results.
- The difference between Above The Line thinking and Below The Line thinking and the impact it can have on achieving your goals.
- The four Steps To Accountability: See It, Own It, Solve It, and Do It.
- The simple questions you need to answer to See It, Own It, Solve It, and Do It.
- Suggestions to help you think outside the box when trying to Solve It.
- How to use positive accountability to overcome circumstances.



by Roger Connors
and Tom Smith

CONTENTS

If I Only Had A...

Page 2

You Can't Go the Way You Came

Page 3

The Cowardly Lion: Mustering the Courage to See It

Page 4

The Tin Man: Finding the Heart to Own It

Page 5

The Scarecrow: Obtaining the Wisdom to Solve It

Page 5

Dorothy: Exercising the Means to Do It

Page 6

THE COMPLETE SUMMARY: THE WISDOM OF OZ

by Roger Connors and Tom Smith

The authors: Roger Connors and Tom Smith are co-founders of Partners In Leadership, the Accountability Training and Culture Change Company, with thousands of clients all around the world. Their principles of personal accountability are presented in simple, down-to-earth terms that can be applied in all aspects of life. They are also co-authors of the *New York Times* best-selling books *The Oz Principle*, *How Did That Happen?* and *Change the Culture, Change the Game*.

The Wisdom of Oz by Roger Connors & Tom Smith. Copyright © 2014 by Roger Connors & Tom Smith. Summarized by permission of the publisher, Portfolio/Penguin, a division of Penguin Group. 144 pages, \$26.95, ISBN 978-1-59184-715-1. Summary copyright © 2017 Soundview, Inc. This book can be purchased at Amazon.com.

If I Only Had A...

Most of us have seen the iconic 1939 movie *The Wizard of Oz* so many times that we know the story and songs by heart. Why do Dorothy, the Scarecrow, the Tin Man, and the Cowardly Lion touch us? Like all great entertainment, the story resonates. It hits home. We see ourselves in the characters and wish we possessed the power, the brains, the heart, and the courage to make our own dreams come true.

Think about what you want. What you really want. *If I only had a ...* Is it a promotion or raise? Finding a new job? Overcoming a persistent challenge or obstacle? We call the worthwhile things we want in life results. But they don't come easily.

Get Off the Couch!

On March 22, 2012, 35 days before the country's presidential elections, the Malian army stormed the presidential palace, overthrowing the western African country's 20-year-old democracy. "It was a tragic moment when the coup happened," says Yeah Samake, mayor of a small town located approximately 40 miles from the chaos. "I came into my living room and completely collapsed on the couch. [Then] my wife came and kicked me. I couldn't believe it. I told her, 'I am looking for sympathy here. Why are you kicking me?'" She only said, "Get out there and go do something."

Whether you get off the couch on your own or require a little nudge from somewhere else, the point is to get out there and go do something. Mayor Samake's wife's kick gave him the resolve to get off the couch, get in the car, and drive through five rebel checkpoints into the heart of chaos.

Impressed by his courage, the rebel leader, Captain Amadou Sanogo, invited Mayor Samake to speak to the Malian people on national television. Samake later

did just that, denouncing the coup and demanding that power be restored to the people. Yeah Samake went on to become the democratic voice of his nation and made a real difference in the reinstatement of Mali's democratic presidential elections.

Only you can unleash the positive power of personal accountability to overcome the obstacles you face and achieve the results you want.

We call this The Wisdom of Oz. Understanding this "big idea" will help you tap into this power of personal accountability. Getting off the couch, dealing with your circumstances, and going after the result lie at the core of The Wisdom of Oz.

There Are No Wizards!

In *The Wizard of Oz*, we meet Dorothy, the Scarecrow, the Tin Man, and the Cowardly Lion, who, through no fault of their own, find themselves in circumstances beyond their control.

All of these timeless characters initially felt victimized by their shortcomings and circumstances. They believed they could not possibly change things on their own, so they set off on the yellow brick road to the Land of Oz in hopes of finding some all-powerful Wizard who would solve all of life's problems for them.

You remember the story. Arriving in the Emerald City after a treacherous journey, Toto, Dorothy's adorable little dog, pulls back the curtain to reveal a truly powerless Wizard, one who pulls levers and blows smoke but can do nothing for them.

Each of these characters eventually rose above their circumstances, their fear, their errant beliefs and shortcomings, to achieve their desired results. Getting what they wanted had nothing to do with the powerless Wizard and everything to do with their own powerful inner commitment to achieve their desired results. They



1-800-SUMMARY
service@summary.com

1-800-SUMMARY, or order online at www.summary.com.

Published by Soundview Executive Book Summaries® (ISSN 0747-2196), 511 School House Road., Suite 300, Kennett Square, PA 19348 USA. Published monthly. Subscriptions starting at \$99 per year. Copyright © 2017 by Soundview, Inc. **Available formats:** Summaries are available in several digital formats. To subscribe, call us at 1-800-SUMMARY, or order online at www.summary.com. Multiple-subscription discounts and corporate site licenses are also available.

Rebecca S. Clement, Publisher; Sarah T. Dayton, Editor in Chief; Andrew Clancy, Executive Editor; Masiel Tejada, Graphic Designer; Ashleigh Imus, Senior Editor; Eileen Spatz, Contributing Editor

SUMMARY: THE WISDOM OF OZ

conquered their challenges and fears and got what they wanted by working together, doing their best, and finding the power within.

Making the Choice

Greater accountability is a *choice*, perhaps the most powerful choice you can ever make. Choosing accountability will empower you to overcome obstacles and succeed in everything you do. This is how you put the Oz Principles to work: by recognizing that you can't change yesterday but you can choose to take charge of what happens today.

Think about a major result you want for yourself, or an obstacle blocking your progress. Write it down; carry it in your purse or wallet; tape it on a bathroom mirror. The more concrete and simple your goal, the better. Pick one thing, some specific goal, then apply what you are about to learn and watch it work. ●

You Can't Go the Way You Came

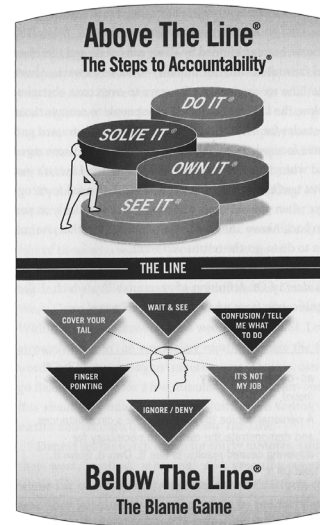
The solution to most of life's problems and opportunities is a strong dose of personal accountability. Tragically, however, people typically view accountability as something that happens to them when things go wrong. Does the mere mention of the word "accountability" trigger your natural fight-or-flight instinct to run for cover in order to avoid the fallout you just know is coming? This negative and uninspiring view of accountability is reinforced in this common dictionary definition:

Accountability (noun): Subject to having to report, explain, or justify; being answerable, responsible.

With a definition like this, no wonder people have problems accepting accountability. Passing the buck, dodging the bullet, running for cover — that's the natural human reaction when it comes to the old textbook notion of accountability. Facing this kind of accountability, people just naturally resort to the avoidance strategies we human beings use to get off the hook, whether or not we were really ever on a hook at all.

You unleash the real power of personal accountability when accountability becomes something you do to yourself voluntarily to ensure success, not something you're forced to do to account for failure.

The secret sauce is the Steps To Accountability. In the illustration you will notice a line separating Above The Line thinking from Below The Line thinking. Above The Line is where you take personal accountability to overcome the obstacles and achieve the results you want to achieve. Here you take the steps to See It, Own It,



Solve It, and Do It. The Steps To Accountability can have a magical effect on how you think and act.

Below The Line is where we can all get stuck in the blame game, focused on excuses rather than results. Above The Line we are looking for ways to overcome obstacles. Below The Line we are looking for people to remove those obstacles for us.

With the Steps To Accountability in mind, here's The Wisdom of Oz definition of accountability, which differs significantly from what you're probably used to:

Accountability (noun): A personal choice to rise above one's circumstances and demonstrate the ownership necessary for achieving desired results: to See It, Own It, Solve It, and Do It.

Life is Always Better Above The Line

It's important to realize that the Steps To Accountability only work if you become personally accountable for how you *think* and *act*. The goal is to consistently think Above The Line.

You are only human if you're thinking about all the other people in your life who you believe block your ability to get what you want: All those who are Below The Line in their own lives and how they rub off on you. If you're thinking this, we simply ask, who is the most important person in your life who needs to be Above The Line? Obvious answer: you! As Socrates once said, "Let him that would move the world first move himself."

What makes some people crumble under hardship or adversity and stay "on the bench" while others soar above their circumstances? Taking control of your circumstances, rather than have your circumstances control you. That's the essence of what it means to move Above The Line.

Dorothy easily could have stayed in Munchkinland, where she was instantly adored. But being queen of the

SUMMARY: THE WISDOM OF OZ

Munchkins wasn't what she wanted for herself. Wanting a better you is a good thing. ●

Lions and Tigers and Bears, Oh My!

Nothing much good happens Below The Line. Problems don't get solved, goals aren't attained, and dreams die. Sure, you can get some sympathy; you may even get off the hook, at least temporarily. But real results? Forget it.

The lesson we should all learn is that all the "blame-storming" in the world will never move you closer to the success you want. Finding convenient reasons to shift responsibility or blame is never healthy and never brings better results.

Now, this doesn't mean there aren't legitimate victims, because there are. Those who have been injured or suffered great tragedy have every right to remain victims as long as they like. No one would deprive them of those feelings. Yet all victims must ultimately decide how long they will stay stuck in their suffering. In the end it is still a choice, though sometimes a difficult one.

What It Means to Be Below The Line

So what does it mean to be Below The Line? It simply means to have a mindset that allows you to stay stuck, a victim of your circumstances. To reside Below The Line means you have stopped trying to overcome the obstacles and have decided that the solution lies beyond you, out of your control, that someone else will need to solve the problem for you.

The gravitational tug from Below The Line is ever constant because the obstacles and challenges keeping us from what we want are real and often very hard to solve. Because they are real issues, they legitimize the idea that we are stuck: *Surely, everyone can see that I am justified in feeling this way.*

Time for You to Rise Above The Line

This is what The Wisdom of Oz is all about: guiding you through a concrete, step-by-step process of shedding victimhood and becoming a results-driven, accountable, and vibrant person. So how do you leave the victim cycle? Just how do you shed Below The Line thinking and behavior? You keep what you want firmly in mind and choose to rise Above The Line by learning to consistently See It, Own It, Solve It, and Do It — the four Steps To Accountability. Although it isn't easy, it is possible when you're armed with a working knowledge of these four Above The Line steps — steps you are now prepared to learn how to use. ●

The Cowardly Lion: Mustering the Courage to See It

Seeing the world as it really is takes courage. How do you work up the courage to admit your reality may not actually be *the* reality? As with everything related to accountability, it all starts with making a personal choice.

It is human nature to "lock in" on what you are familiar with and "block out" everything else. This lock-in/block-out reflex produces blind spots that limit your ability to solve problems, improve relationships, overcome obstacles, and get the results you want.

When it comes to our ability to See It, we all have blind spots that give us a distorted view of reality, allowing us to see only part of the picture — that part of the picture we are already familiar with.

It is nearly impossible to take accountability and successfully navigate the See It step when you don't have a full view of what you're really facing. So that means you have to look smart and hard, so you can See It. The more you improve your ability to See It, the more successful will be your journey Above The Line.

The "See It" Question

Recognizing the need to See It is one thing. Actually Seeing It is another, because people want what they want and want it now. This wanting can be blinding. What is the key to moving from Below The Line to Above The Line? Surprisingly, asking and answering one simple question:

What is the reality I most need to acknowledge?

Over the many years we've spent working with people who are trying to master the See It step, we've discovered that the very best way to overcome the blind spots is through feedback, gained primarily in conversations with people who can help you see the whole picture. If you are a husband and want to know how you are doing in your marriage, ask your wife. If you want to know how things are going at work, ask your boss and coworkers. Simply ask, "What feedback do you have for me?"

After asking for the feedback, you then need to do the hard part and actually listen to what they're saying, no matter how painful. Humility, gratitude, openness, honesty, patience with self, and a desire for better results are your best friends when it comes to getting feedback.

What Happens When You Don't See It

The ability to muster the courage to See It and examine your blind spots will not only help you avoid life's big problems but also help you with the little everyday troubles. The See It step is the first step Above The Line, and it must be taken with courage, resolve, and determination in order to grasp the full reality of what you are facing.

SUMMARY: THE WISDOM OF OZ

If the Cowardly Lion chose to summon the courage to leave the shadows and seclusion of the forest to march up the yellow brick road, so can you. We promise you, the view is much better up Above The Line, where life is a lot more fun and rewarding for those whose eyes are wide open. ●

The Tin Man: Finding the Heart to Own It

Remember how the Tin Man blamed his heartless predicament on his creator, claiming to be hollow inside because the tinsmith “forgot” to give him a heart? Did the tinsmith really forget, or did he just figure it was the Tin Man’s job to develop heart himself?

As with everything related to accountability, true ownership does not come from outside — it comes from within. No one can make you Own It. There is no magic wand.

Why do we care more for the things we “own” than for the things we “rent?” Perhaps it’s because we don’t have as much invested when we simply rent or borrow; there’s not as much at stake. When you rent, you can walk away without losing anything. At the core of it, owners are just more invested than renters; they are “all in.”

When it comes to achieving the result you want, are you a renter or an owner? Are you approaching what you want with the high level of commitment, interest, and investment that only an owner can possess? Or are you going through the motions, only half committing to the goal, leaving yourself an easy exit in case things don’t go the way you hoped?

We would go so far as to say that the ability to Own It is a key characteristic that often separates people who are highly successful from those who aren’t. When you Own It, you set yourself apart from the crowd.

The “Own It” Question

The question you should ask yourself to make sure you Own It is:

How am I contributing to the problem and/or solution?

If it’s a problem you’re trying to solve, your ability to Own It will pave the way for the next step Above The Line. If it is a challenge you are taking on, then an Own It mentality will fill you with the drive to get there.

Making your desired results a reality requires you to own both the problem and the solution. People most often fail to own their circumstances because they cannot bring themselves to accept the other side of the story — what we call the *accountable side*. When you focus only on what happens to you, as opposed to what you did or didn’t do, you block out this other side of the story.

To Own It you must find the heart to see both sides of the story, linking what you have done, or failed to do, with your current circumstances.

Making all the right connections in the Own It step sets you firmly on your own path of living in a world Above The Line. The power already lies with you to overcome obstacles and get the result you want. You empower yourself when you take the Own It step. ●

The Scarecrow: Obtaining the Wisdom to Solve It

After meeting the Wizard, it didn’t take Dorothy and her friends long to realize he could not help them. They come to know what you already know: Solving It is about you creating your own way to move forward, your own way to overcome the obstacles you face in order to get what you want in life.

Typically, someone makes it to the Solve It step because they sincerely want to achieve some challenging goal or solve a sticky problem. This takes belief. It takes tenacity. The great news is that by following the Steps To Accountability, you will get there.

When you take the Solve It step, prepare to go the distance. What you’re after is likely not going to be easy. Pursuing a major goal takes resolve, persistence, and a huge amount of passion to find solutions to overcome obstacles and make it happen.

The Solve It state of mind is a creative, “as if my life depended upon it” kind of thinking, a thinking that brings solutions for challenges and obstacles that we often believe are outside our control. Creative solutions come when you put everything on the line. So when you take the Solve It step, although your life may not actually be at risk, your happiness is.

The “Solve It” Question

When taking the Solve It step, you should ask:

What else can I do?

Repeatedly asking “What else can I do?” forces you to drill down through any obstacles to find solutions, solutions that are often buried deep in the rich soil of innovation and creativity, solutions that almost always lurk below the surface of your easygoing, everyday, even routine way of thinking.

Taking the Solve It step is not for the faint of heart. It is hard work but will yield rich rewards.

Successful people don’t always win, but they do spring back up when they fall. Your Solve It ideas won’t always work. Solve It thinking means to keep trying, keep moving. We like the way football coach Vince Lombardi put it:

SUMMARY: THE WISDOM OF OZ

“The greatest accomplishment is not in never falling but in rising again after you fall.”

How to Solve It

Here are some suggestions about how to think outside the box, suggestions that will help you deal creatively with any obstacles you meet during the Solve It step:

- **Brainstorm with the right people.** Try to find someone who has achieved a similar goal or solved a similar problem. Write ideas down, and loosen up your thinking.
- **Keep asking, “What else can I do?”** Allow your mind time to think about it.
- **Think differently.** Interview people and ask, “What would you do?”
- **Do your homework.** Utilize the Internet and the library. Find out what others did and how it worked for them.
- **Test your assumptions.** Ask how you can get outside the box. Fight for new ways of thinking.

Every successful journey Above The Line begins by asking a single question: “What else can I do to achieve the result I want?” ●

Dorothy: Exercising the Means to Do It

As you may recall, in *The Wizard of Oz* Dorothy eventually discovered that all she had to do was click her heels three times and focus on what she most wanted by saying, “There’s no place like home.” From the moment she touched down in Oz, her ability to exercise the means to Do It by enlisting the help of her friends, listening to the advice of those she came to trust, showing resourcefulness in solving her problems, and being patient with staying the course so that she could make it back home — all moved her beyond angry apple trees, poisoned poppies, flying monkeys, and wicked witches. She knew what she wanted to accomplish and kept after it. When it comes to the Do It step and achieving what you want: Trying is just not in the equation. It’s all about doing.

Walking in Circles

Have you ever felt that after setting off on a journey to accomplish your goal or to solve a pesky problem, you were wandering in endless circles, unable to make any real progress? Even when you’re ready to Do It and focus on the direction you want to go, the littlest things can veer you quickly and surprisingly off course.

When you set off to Do It, how can you keep from walking in circles — that is, going through the motions

but making no real progress? First, you must have a clear path. It may not be a yellow-brick-road kind of clear, but you should lay out a clear plan with the steps you will take to accomplish whatever it is you want to accomplish. Second, you need determination to do the things you said you would do.

One more caution: You must be prepared to be tested in your resolve to succeed as you take the Do It step. Every good thing you want to accomplish — solving a problem or achieving a goal — comes with its own challenges, and you will certainly come across some of these on your journey:

- Your faith in your ability to Do It will be tested.
- Your desire to get it done will be challenged, your resolve stretched.
- Your ability to stay Above The Line will be tried.
- Your willpower to overcome obstacles will be drained by a desire to take the easy way out or slip back into the comfort of bad habits.

Here’s what we have learned when it comes to these soul stretchers: *You’ve got to want it more than you don’t want it.* Success only comes when you hit that tipping point and you want it *more* than you don’t want it. That’s when real movement occurs.

The “Do It” Question

The following all-important Do It question should help you concentrate on what you need to do to get what you’re after. At this stage of the Steps To Accountability, ask yourself:

What am I accountable to do and by when?

By asking this question, you remove any potential for confusion and you create a concrete plan of action — a plan that includes all the things you are going to do and the dates and times by which you are going to do them. Be sure to break down your plan into small, achievable pieces. Pace yourself, but always include a “by when” date and time in your plan. You should feel accountable for your, “by when,” and do everything in your power to follow through by the time you set.

Finally, if you want to increase the probability of doing it, tell someone about it. Make your plans and deadlines visible; put yourself out there. There is power in sharing your plans.

The Gravitational Pull Below The Line

When you are working to Do It, there is a gravitational force constantly tugging on you, trying to drag you down Below The Line. This force gets bigger and stronger as the challenges get larger and tougher.

But those reasons become excuses as soon as you start using them to stop trying to solve the problem. Let’s talk

SUMMARY: THE WISDOM OF OZ

for a minute about two of those forces constantly tugging you Below The Line:

- **First: Other people.** The people around us and the views they have been conditioned to hold can either help us or hurt us when it comes to reaching for our dreams. Ask yourself if the people you spend time with are good for you? Are you good for them? Are you beating up on one another with no idea why?
- **Second: Health.** Serious health issues strike people and can totally immobilize them. Day-to-day health challenges that plague most of us come with a choice: Let it pull you down, or rise above it all.

Doing What You Say You Will Do

There is no doubt that Dorothy really wanted to get back to Kansas, but getting home took more than desire. She had a plan and knew what she and her new friends needed to do and when they needed to do it. This kind of focused action comes from committing yourself at whatever cost, discovering your own unique means for Doing It, and then Doing It until it's done. Imagine if Dorothy had stopped before bringing the witch's broom back to the Wizard. She had come so far, but all her effort would have meant nothing had she and her friends not finished the job.

Doing It is more than just working harder. It's more than just fighting like crazy against any obstacle. It's organizing what you're going to do. It's working smart. Building a plan, following a path, bringing a logical flow into your actions.

Doing It means wrapping your arms completely around what you need to do and when you need to Do It and then doing what you say you will do to make it happen. ●

You've Always Had the Power ...

At the end of *The Wizard of Oz* we learn that Dorothy always had the power to go back to Kansas — she just didn't know it. Not even the good witch Glinda's magical power could whisk Dorothy home; she had to discover this power inside herself — the power to control her circumstances and not let her circumstances control her. The same applies to all of us. And when that discovery happens, the sky's the limit for what we can achieve.

People who make the personal choice to take control of their lives and overcome all the traps, tricks, and troubles that we all face are the people who succeed. The results of doing so can be miraculous — for your own life and the countless lives you go on to touch.

By now you should have learned more about the power of personal accountability than you ever knew before, maybe even more than you've ever wanted to know. We hope you are ready to unleash this very real power in your life by making a choice and acting on it.

Your choices — *acts of selecting from two or more possibilities* — will either move you Above The Line, where you take charge of making it happen, fulfilling your aspirations, or solving that problem you face, or drop you Below The Line, where you risk wallowing in the blame game while getting trapped in the victim cycle.

But you can't be in two places at one time. That may seem obvious, but it is human nature to straddle the line, to sit on the fence, to wait and see. In the end, you have to choose one or the other.

The Air is Better Above The Line

Just like a breath of fresh air, accountability allows a person to think more clearly about everything. Given our ongoing 30-year experience studying the impact of personal accountability in people's lives, and with millions of people as our "laboratory," we have come to realize that accountable, Above The Line people enjoy quite a few benefits. They

- Are empowered to see things as they really are;
- Find solutions that most others don't;
- Learn and grow from negative experiences when others would get stuck;
- Avoid having problems in the first place;
- Enjoy better, stronger, more fulfilling relationships;
- Experience less of the stress and depression that always comes with victimization;
- Have more inner confidence that they can Do It.

You get the point: Greater accountability brings all kinds of personal payoffs.

Put It to the Test

While inaction is the assassin of accountability, taking the right actions will accelerate your journey to results. And those actions are the Steps To Accountability: to See It, Own It, Solve It, and Do It. This means asking yourself the right questions to help you achieve your goal, solve the problem, or finally experience the performance breakthrough you've been looking for.

After you identify exactly what you want, it is time to apply the accountability questions to it. Each of these questions is specifically designed to help you effectively move Above The Line:

SUMMARY: THE WISDOM OF OZ

1. See It: “What is the reality I most need to acknowledge?” This question is key to figuring out what is really going on. Here are other questions you can ask yourself to expand your ability to See It:

- What is not working?
- What are the “hard things” I need to hear?
- Who do I need to ask for feedback?
- What am I pretending not to know?

2. Own It: How am I contributing to the problem and/or solution? The answer to this question will help you see why you are where you are and what you can do about it. Some additional questions you can ask yourself:

- What role have I played in my current circumstances?
- Am I trying to be in two places at one time?
- Am I totally committed to moving forward?
- What feedback would I give someone else in this same situation?

3. Solve It: Your answers to the powerful Solve It question, “What else can I/we do?” will reveal new ways to move forward and see real progress. Consider these additional questions:

- If everything depended upon me, what else would I do?
- What can I control that I have assumed is outside of my control?
- If I were to do things differently, what would I do?
- If my life depended upon it, what else would I do?

4. Do It: What am I accountable to do and by when? This final Above The Line question will help you lock in a specific plan to move forward. Additional questions you can ask yourself:

- What realistic deadlines can I give myself?
- Have I broken down the plan into simple, actionable steps?
- Who can I tell my plan and report my progress to?
- What adjustments would make my plan even more realistic?

Don't be discouraged if it takes some time to make the progress you want to make. Be patient with your plans, and remain consistent in your efforts to Do It. They will pay off. ●

A Word of Warning

Practice Before You Preach: Just remember, it is not “Practice what you preach,” it is “Practice before you preach.” In our experience, when you do this, other people will see the positive changes in you and wonder what's in your water — what you've been doing. As you work with others and share what you've learned, you will help them escape their bad Below The Line habits while improving your own ability to remember these principles and make them part of your daily life.

Manage Your Stress: In your quest to live Above The Line and accomplish your goals, fix your problems, or set new records, you may be driven to overachieve in one way or another. That can get stressful. We all need to manage our stress.

Bottom line: Enough sleep, regular exercise, and healthy eating can work more wonders than all the medications in the world. Be sure to pay attention to the basics. They matter.

Even though we've spent nearly 30 years eating, drinking, living, and sleeping accountability, we would be the first to tell you not to go overboard in your own journey toward greater accountability.

Keep Stepping!

The Wisdom of Oz is about discovering the power of taking personal accountability for the things you want to do and the problems you want to solve. It's about taking the Steps To Accountability to See It, Own It, Solve It, and Do It and being filled with the knowledge and desire to stay Above The Line. It's about overcoming your circumstances and not being overcome by them.

It's worth repeating. The Wisdom of Oz is, above all, simply this: **Only you can unleash the positive power of personal accountability to overcome the obstacles you face and achieve the results you want.** ●

MORE SV CONTENT ON ACCOUNTABILITY

Access these and more in your Soundview Online Library:

Summary: *Accountability* by Greg Bustin. Business and leadership consultant Greg Bustin introduces the Seven Pillars of Accountability: character, unity, learning, tracking, urgency, reputation and evolution, and shows how each pillar is a crucial part of effective leadership.

Webinar: *Using Personal Accountability to Succeed in Everything You Do* by Roger Connors. Roger Connors presents the practical and powerful principles of personal accountability in simple, down-to-earth terms that you will help you strengthen relationships, improve friendships, increase value on the job, or achieve whatever it is you most desire.