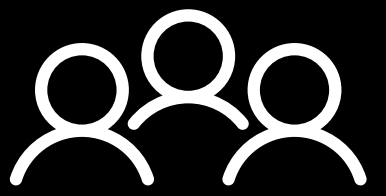


# TEAM OWNERSHIP MINDSET

## PEOPLE



# 1

### Collective Responsibility

- Every member feels accountable for the team's success, not just their individual tasks
- "We win together" mentality

# 2

### Proactive Problem-Solving

- Instead of waiting for instructions, team members take initiative to address challenges
- Focus on solutions, not blame

# 3

### Commitment to Excellence

- High standards are upheld by everyone, not just leadership
- Continuous improvement is a shared goal

# 4

### Open Communication & Trust

- Transparent discussions about progress, roadblocks and feedback
- Trust that everyone has the team's best interests at heart

# 5

### Shared Vision & Purpose

- Alignment on goals and values ensures cohesive effort
- Each member understands how their role contributes to the bigger picture

# 6

### Empowerment & Autonomy

- Leaders delegate authority, allowing team members to make decisions
- Individuals feel trusted to take ownership of their work

# 7

### Mutual Support & Collaboration

- Team members help each other succeed
- No silos- knowledge and resources are shared freely

# 8

### Learning from Failures

- Mistakes are seen as growth opportunities, not reasons for punishment
- Reviews focus on improvement

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