

RESPONSIBILITY

I believe that every right implies a responsibility; every opportunity, an obligation; every possession, a duty.

- John D. Rockefeller Jr.

Who are we?

People with strong Responsibility talents take psychological ownership for anything they commit to, whether it is large or small, and they feel emotionally bound to follow it through to completion. They keep their promises and honor their commitments. They don't let people down, and they work very hard to fulfill all their responsibilities and keep their word. Their conscientiousness, their drive to do things right, and their impeccable ethics combine to create the reputation of being utterly dependable. —Gallup Clifton-Strengths

I am...

I am someone others often trust to get things done.

I will keep promises and follow through on commitments.

I love the respect of others.

I dislike disappointing others and being disappointed by others.

I bring dependability and loyalty.

I need freedom to take ownership.

Power, Joy, Beauty & Hope

My Power is in ownership, what one commits themselves to should be done without regret.

My Joy comes from following through on wise choices despite difficulties.

My Beauty is in living a life of integrity.

My Hope is that others will stay true to their word and commitments.

Reflection Questions

1. What are all your current responsibilities? Why do you feel obligated to fulfill them?
2. How do you prioritize and manage your responsibilities?
3. How can you differentiate between necessary and unnecessary burdens?

Action Verbs

Achieved
Administered
Assigned
Authorized
Coordinated
Completed
Delivered

Ensured
Executed
Facilitated
Fulfilled
Implemented
Honored
Managed

Monitored
Oversaw
Prioritized
Resolved
Sustained
Upheld
Verified

RESPONSIBILITY

In Your Career

Job Search

Your responsibility talent/skills

help you follow through with employers, networking, and thank you cards. You tend to be dedicated to completing the necessary steps of the job search.

Search for careers that increase your job responsibilities as you put in years at the company. You will excel in an environment in which the process is celebrated as achievements.

Tips: Search for organizations that demonstrate loyalty and accountability. Be careful not to take on so many tasks that you experience an overload.

Interview

Highlight your determination to accomplish all assigned job tasks. You often motivate your peers by leading through example and can always be depended upon to do what is asked of you.

In job interviews, you are naturally well-prepared, and interviewers will take note of your preparation.

Example questions:

- Tell me about a time when you lacked a skill necessary to complete a task. What did you do?
- How do you take constructive criticism?
- Describe a situation when you took on too many projects or responsibilities.

Tips: Compare your values to the values of the company for which you are applying to and affirm that they are compatible.

New Position

Your responsibility drives you to accomplish tasks as efficiently as possible and develop new ways for yourself and your co-workers to do successful work.

Remember to hold yourself and your peers accountable without alienating them or losing sight of the big picture of your goals at the company.