



# RESPONSIBILITY®

PEOPLE EXCEPTIONALLY TALENTED IN THE RESPONSIBILITY THEME TAKE PSYCHOLOGICAL OWNERSHIP OF WHAT THEY SAY THEY WILL DO. THEY ARE COMMITTED TO STABLE VALUES SUCH AS HONESTY AND LOYALTY.

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 of their responsibilities and keep their word. Their conscientiousness, their drive for doing things right, and their impeccable ethics combine to create the reputation of being utterly dependable.

## ITS POWER AND EDGE

The genius of those with strong Responsibility talents stems from the deep sense of dedication and ownership they feel toward the things they commit to. They are people of their word, and others know they can rely on and trust them.

### IF RESPONSIBILITY IS A DOMINANT THEME FOR YOU:

Take psychological ownership for the things that matter most to you.

- Always check your schedule and your to-do list before taking on a new request. You will create a realistic opportunity to meet all of your commitments without overworking yourself, and you'll demonstrate to others your serious approach to your responsibilities.
- Keep volunteering for more duties than your experience seems to warrant. You thrive on new responsibilities and can deal with them very effectively.
- Align yourself with others who share your sense of commitment. You will thrive when surrounded by others who take their responsibilities as seriously as you do.
- Sometimes you need to remind yourself to say "no." Because you are instinctively responsible, it might be very difficult to refuse opportunities. For this reason you must be selective.
- Be your organization's ethical watchdog by taking swift action to eliminate and prevent unethical behavior and publicly recognizing displays of strong ethics.

### IF RESPONSIBILITY IS A LESSER THEME FOR YOU:

If Responsibility is a lesser theme for you, this does not mean that you are unwilling to make commitments or to act in an ethical manner. It may mean that you are naturally more proactive and find it more difficult to react and respond in a consistent manner.

- Know what others expect of you. Consider your most important partners, colleagues, and customers. Interview them. Get to know what is important to them and what they expect from you. Routinely follow up to ensure these expectations have not changed.
- Among your top themes, find those that help you meet and respond to others' needs. Developer talents can help others grow. Activator talents can help you get others started. Positivity talents can help others feel better.
- Employ external sources of motivation and accountability to help you get things done. Use technology, relational accountability, or your project management skills to get things done in a manner that satisfies others' expectations.