

# **Top Five Talents**

**Achiever  
Responsibility  
Intellection  
Input  
Strategic**

# Awareness

## Responsibility

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### Shared Theme Description

People who are especially 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.

### Your Personalized Strengths Insights

*What makes you stand out?*

By nature, you sometimes choose to work independently. Perhaps you give exceptionally mature consideration to each step of your plan before you launch projects or begin assignments. Maybe you set out to do everything right. Because of your strengths, you may want people to regard you as trustworthy, dependable, or reliable. Perhaps this yearning motivates you to do whatever you said you would do. Instinctively, you might find it difficult to extinguish your impulse to work hard. Your feelings of personal accountability might impel you to set few limits for yourself. Instead of watching the clock, you might lose track of time if immersed in simple or complex projects. Disregarding your official work schedule, you may stay late or arrive early to finish assignments. Perhaps you sense that you will somehow accomplish whatever you said you would do. It's very likely that you are sometimes driven from within to reach your goals as an individual performer. You might push yourself to excel by recalling the obligations you accepted or the promises you made. Chances are good that you try to finish the tasks you agreed to do. Perhaps you even overcome some unexpected problems. Occasionally you work longer hours when it is necessary. Maybe you do whatever you can to avoid breaking the promises you made to people.

# Ideas for Action

## Responsibility

### Ideas for Action:

- ☒ Emphasize your sense of responsibility when job hunting. During interviews, describe your desire to be held fully accountable for the success or failure of projects, your intense dislike of unfinished work, and your need to “make it right” if a commitment is not met.
- ☐ Keep volunteering for more responsibility than your experience seems to warrant. You thrive on responsibility, and you can deal with it very effectively.
- ☒ Align yourself with others who share your sense of responsibility. You will flourish when working with people who share your determination to get things done.
- ☒ Tell your manager that you work best when given the freedom to follow through on your commitments — that you don’t need to check in during a project, just at the end. You can be trusted to get it done.
- ☒ Push yourself to say no. Because you are instinctively responsible, it might sometimes be difficult to refuse opportunities. For this reason, you must be selective. Ask for more responsibility in only the areas that matter most to you.
- ☐ You naturally take ownership of every project you are involved in. Make sure that your capacity to own does not keep you from sharing responsibility. Allow others the opportunity to experience the challenges of ownership. In doing so, you will contribute to their growth and development.
- ☒ Learn to manage your Responsibility talents by considering whether you really are the person who should be handling a particular issue. Defer to your existing responsibilities and goals before undertaking additional burdens, as you may end up skimping on quality if you have too many tasks or competing demands.
- ☐ Partner with someone especially talented in Discipline or Focus. This person can help you stay on track and prevent you from becoming overloaded.
- ☐ Working with a like-minded, responsible colleague is satisfying for you. Be sure to clarify expectations and boundaries so that each person can feel ownership for his or her particular tasks — without stepping on each other’s toes.
- ☐ Responsible individuals like to know they have “delivered” on their commitments, so create metrics and goals to gauge how effectively you meet your obligations. Also, make sure you have explicit and concrete expectations so that there is no question regarding quality outcomes and so that you can hit the mark as promised.

# Talent Insights

- **Self Assessment**
  - **Agreed on Top 3: Achiever, Responsibility & Intellection**
  - **Assessment had, but I didn't (Bottom 2): Input & Strategic**
  - **I had, but Assessment didn't (maybe 6 & 7): Analytic & Discipline**
- **Talents: common ideas across them**
  - **Intensity, hard work, lose track of time, driven**
  - **Ideas, knowledge, research**
  - **See solutions, patterns**
  - **Work independently**

# Talent Action Insights

- Build celebration & recognition into your life
- Count personal achievements in your “scoring system” so you direct your Achiever talents toward family & friends as well as work
- Emphasis sense of Responsibility when job hunting
- Push yourself to say No
- Get involved at the front end of projects, rather than jumping in at the execution phase. You may derail what has already been decided.
- Just as the primary purpose of a sponge is not to primarily contain what it absorbs, neither should your mind simply store information. Be aware of who can benefit and share it with them.
- Since you are likely to anticipate potential issues more easily you might be viewed as negative. Not only present the potential obstacle, but also a way to prevent or overcome it.
- Trust your intuitive insights as often as possible