



## ACCOUNTABILITY

The following statements are generated from your Birkman Interests, Component Usual and Component Need scores. Carefully read each statement and check the ones that are most significant to you. Remember, a statement appears because it may be significant for you, not because it is significant. Only you can decide which statements are most relevant for you.

### SECTION A: How you encourage accountability in others

- Believe in direct involvement with the task at hand or the people who are working on that task as a key to accountability; not too inclined to rely on formal procedures or innovative planning as a means of keeping yourself or others accountable
- Tend to be direct and straightforward with people when asking for accountability
- Inclined to take a structured approach to requesting or enforcing accountability
- Not afraid to use your natural authority when seeking accountability in others
- Believe that, while some people can be trusted to take responsibility, others may need to be reminded of their obligations or they may be tempted to avoid them
- Believe that accountability means taking appropriate action; not inclined to sit back and reflect when carrying out your responsibilities

### SECTION B: How others can encourage your accountability

- Straight talk will ultimately achieve more with you than being concerned about your deeper sensitivities
- Talk to you alone or in a small meeting, depending on the context; don't single you out in larger gatherings
- It's usually all right to be fairly forceful with you – you respect natural authority figures

### SECTION C: When things go wrong

- May appear insensitive to the way your actions, or lack of them, impact others
- Can find it difficult to see your responsibilities in terms of how they affect others in the team or the larger group



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- May become domineering or provocative when discussing accountability issues
- When under stress, may be too inclined to take a "what's in it for me" attitude