

Developing Your Strength

Responsibility

The genius of your Responsibility theme is found in the depth and the quality of relationships you are able to form with people. Because you are a person of your word, people trust you. It is this trust that bonds you to others and bonds others to you. Your ability to build trusting relationships is foundational to any influence relationship. Therefore, you tend to have a highly persuasive and influential impact on people. This talent can be used in leadership as people will only willingly follow those they trust, and trust is what you have the genius to generate in others. The final aspect of the genius of your Responsibility theme involves the level of commitment you can generate in others. This stems from the fact that you make such deep commitments to others and from the fact that you make such deep commitments to their full development and personal fulfillment.

Adapted from “The Genius and Beauty found within The Clifton StrengthsFinder Themes of Talent,” by Edward C. Anderson

Applying Responsibility Talents in Careers

- Make an appointment with a career counselor to talk about how to begin the career planning process. The sense of psychological ownership this step creates will engage you in the process and energize you to follow through.
- Interview people who are currently in jobs that interest you. Shadow them to see what they really do day in and day out.
- You often take the initiative, and you always follow through, so you do not need a lot of supervision. Select work in which you can be given more and more responsibility as you progressively achieve.
- Building trusting relationships with others is important to you, so choose environments in which you can surround yourself with dependable, trustworthy people. When selecting a team to join, be sure the other members are known for pulling their weight.
- Managing others could be a frustrating experience for you, as their standards of responsibility might not match your own.
- You will be most productive in environments where you can fully follow through on the commitments you make to others.
- Choose a work environment that focuses on outcomes rather than processes. Talk to law clerks, librarians, and executive assistants to see what they find rewarding about their work.

Adapted from StrengthsQuest website: www.strengthsquest.com

Career Plan of Action:

Applying Responsibility Talents in Academics

General Academic Life

- Prepare for the term by listing the dates of all tests, projects, and papers.
- Ask professors and successful students to show you what an "A" paper and an "A" essay look like.
- Think about what it would mean to be a truly responsible student. Work toward that standard in a progressive manner, taking one step at a time.
- Strive to always work ahead. Read ahead and work problems before the professor has presented them in class.

Study Techniques

- Discover what "doing it right" means to each of your professors.
- Schedule specific study times for each of your classes, and assume full responsibility for investing the necessary time, talents, and effort.
- As you do your reading assignments, highlight the key vocabulary words, main ideas, and characters.
- Make choices about class assignments as soon as possible.

Relationships

- Choose friends you trust.
- Find a mentor.
- Consider having a circle of friends who are older than you.

Class Selection

- Choose core classes or those required by your major first.
- Select professors you trust.
- Opt for courses in which you have choices to make about your learning.

Extracurricular Activities

- Wisely consider how much time you can devote to clubs and activities.
- Run for an office only if you have the capacity to fulfill it as you would like.
- Select organizations that stand for the same values you do.

Adapted from StrengthsQuest website: www.strengthsquest.com

Academic Plan of Action:

Harper College, Career Center, (847) 925-6220
1200 West Algonquin Road, Palatine, Illinois 60067