

The Accountability Experience

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Self-Assessment

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The Accountability Experience Self-Assessment

Instructions: For each statement, select a response from the following 5-point scale that best represents your level of agreement with that statement:

1 = Strongly Disagree | 2 = Disagree | 3 = Neutral (neither agree or disagree) | 4 = Agree | 5 = Strongly Agree

- ___ 1. I make sure that I clarify what my customers (or co-workers) expect of me on an ongoing basis.
- ___ 2. I exercise personal control over the way I do my work.
- ___ 3. I request job assignments that are very challenging on a regular basis.
- ___ 4. Before I begin a project, I plan for any possible difficulties that may occur.
- ___ 5. I am totally responsible for my success at work.
- ___ 6. The work environment is the principal determinant of my productivity.
- ___ 7. I am accountable for the results I produce, even if there is not enough time.
- ___ 8. I don't make excuses or blame others when something goes wrong at work.
- ___ 9. I clearly understand what results I am accountable for at my job.
- ___ 10. I clearly understand the authority I have to do my job.
- ___ 11. I am accountable for the results I produce, even if a situation is unfair.
- ___ 12. I am accountable for the results I produce, even if I am not provided the support I need.
- ___ 13. I evaluate my job performance by specific metrics.
- ___ 14. I am accountable for the results I produce, even if I am not provided with the resources I need.
- ___ 15. I am persistent about obtaining feedback on the results I produce in my job.
- ___ 16. I am persistent about obtaining feedback about my interpersonal skills.
- ___ 17. I am accountable for whatever happens in my organization, regardless of how well I do my own job.
- ___ 18. I wait for formal performance evaluations to find out what I need to improve at my job.
- ___ 19. I use work assignments as opportunities to expand my skills and abilities.
- ___ 20. I am exceptionally skilled for the work I do.
- ___ 21. I am exceptionally skilled for work beyond what I am currently doing.
- ___ 22. I seek training opportunities for personal/professional growth on a regular basis.
- ___ 23. I feel "stuck," with no place to go in this organization.

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- ___ 24. Much of the work I do seems meaningless.
- ___ 25. When I delegate a task or project to a co-worker, he/she is clear about his/her responsibility.
- ___ 26. When I delegate tasks or projects to co-workers, they are clear about their authority to make decisions or solve problems.
- ___ 27. I trust that most of my co-workers will perform well, if given greater authority over their own jobs.
- ___ 28. In order to ensure the best work results, it is necessary to have some degree of control over co-workers.
- ___ 29. I encourage co-workers to solve their own problems.
- ___ 30. I encourage customers to view me as a resource.
- ___ 31. I delegate decision-making authority equal to, or slightly beyond, the ability of my co-workers.
- ___ 32. I give co-workers timely feedback regarding their job performance.
- ___ 33. It is impossible to mentor in others what I have not learned about myself.
- ___ 34. I have high self-esteem.
- ___ 35. I believe all human beings are capable of outstanding performance, irrespective of differences.
- ___ 36. For the most part, I am non-judgmental and accept people how they are.
- ___ 37. I take the initiative to coach others, even when it is time-consuming.
- ___ 38. I encourage others to live up to their full potential in spite of the difficulties they may experience.
- ___ 39. When a co-worker does not do his/her work at the level expected, I hold him/her accountable.
- ___ 40. Relationships work best when you hold people to their commitments.
- ___ 41. I avoid holding others to their commitments if I suspect it will be confrontational or upsetting to them.
- ___ 42. When a co-worker does not perform a job well, I usually let him or her know immediately.
- ___ 43. When I hold co-workers accountable, they do not feel personally attacked.
- ___ 44. I hold others accountable for their commitments, regardless of the consequences to me.
- ___ 45. I hold others accountable for achieving mutually agreed-on performance goals.
- ___ 46. I am totally responsible when my organization is unsuccessful, even if my own performance is outstanding.
- ___ 47. I believe working through in-depth interpersonal issues, when necessary, is crucial to the success of our organization.

4 THE ACCOUNTABILITY EXPERIENCE SELF-ASSESSMENT