



HANDLING COMMITMENT

The following statements are generated from your Component Usual, Component Need and Component Stress 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: Your effective approach to handling commitment

- You are usually clear and straightforward when you are framing your commitment message for key individuals
- Your usual practice is to outline your commitment in some detail, rather than in general terms
- Your natural authority style makes it easy for you to request input from others, even if they're initially reluctant to contribute
- You tend to see commitment as involving each team member's competitive desire to win

SECTION B: Your less effective approach

- You can be too forthright with others when you believe that you are merely trying to establish clarity
- You can become more domineering than you realize when discussing commitment, rather than being open to input from others
- Establishing the team's commitment can turn into a desire to promote your own ideas at any price

SECTION C: Increasing your level of commitment

- Be candid with you about what is being asked of you
- Be sure that you are clear about lines of authority, whether that authority is vested in you or someone else. Others should not expect commitment from you unless you are clear who is "in charge"