



Helping Businesses Increase Their Business

Personal Accountability

What determines superior performance? What makes a prime candidate? If you were to pick just one skill, what would it be?

A recent study of soft skills by Target Training International (TTI) revealed that personal accountability is at the top of the list of ideal soft skills.

In fact, 97% of the time, personal accountability is in the top 7 of 23 personal talents of top performers.

Personal accountability is the capacity to take responsibility for one's own actions, conduct, obligations, and decisions without excuses.

Personal accountability is a measure of the capacity to be answerable for personal actions. For example, the personally accountable individual:

- Accepts personal responsibility for the consequences of personal actions
- Avoids placing unnecessary blame on others
- Maintains personal commitment to objectives regardless of the success or failure of personal decisions
- Applies personal lessons learned from past failures to moving forward in achieving future successes

Those individuals with above average personal accountability will likely be able to acquire additional skills vital to superior performance. This notion seems to be one of logic, as personally accountable individuals are responsible for their actions and will do what it takes to accomplish success. On the flip side, those who have other skills, but are lacking in personal accountability, will likely find it much harder to maintain their skills in the workplace.

In addition, the research found that individuals who show strength in the skill of personal accountability often bring several other skills to the table, including:

- Management/Leadership
- Decision Making
- Goal Orientation
- Persuasion
- Negotiation
- Conflict Management

Unfortunately, even though personal accountability seems to be the number one skill to have, it does not seem to be easily achieved. Of the 23 skills measured, personal accountability had one of the two lowest means (7.2). Fewer individuals in the research of the average population showed personal accountability as a component of their skill set. Seem shocking? Then again, if all the people who claimed to be personally accountable actually were, the world might be a much different place.

Source: Target Training International, LTD.