

Assessment: Sharing Responsibility

Please fill this out as a self assessment or as the basis for feedback to others in the organization. You are asked to assess both your commitment, your willingness to engage the area, and also your competence, the degree to which you have the skills and knowledge the organization needs from you in that area. Please review “Aspects of Shared Responsibility in an Organization” before doing this assessment.

1. The Particular Task(s)

	Low			High
a. Commitment	1	2	3	4
b. Competence	1	2	3	4

Notes:

2. The Organization’s Mission, Vision, Values and Leadership

	Low			High
a. Commitment	1	2	3	4
b. Competence	1	2	3	4

Notes:

3. Those We Serve

	Low			High
a. Commitment	1	2	3	4
b. Competence	1	2	3	4

Notes:

4. Work Teams

	Low			High
a. Commitment	1	2	3	4
b. Competence	1	2	3	4

Notes:

5. Self Care and Development

	Low			High
a. Commitment	1	2	3	4
b. Competence	1	2	3	4

Notes:

Initial Thoughts on Improvement Areas

Identify as specifically as possible areas in which you are ready to increase your commitment or competence and the resources you might draw on which will help you to improve.

Area for Improvement

Possible Resources

Robert A. Gallagher, 1993
This is a variation on the work of Keilty, Goldsmith, and Boone in their "Five Commitments Model." See in *Management of Organizational Behavior*, Hersey, Blanchard, and Johnson