

R E S P O N S I B L E (R)

Esteemed by

being of service

Appreciated for

accuracy and
thoroughness

Validated by

appreciation of service

At work they are

procedural

Their specialty is

results

Overall mood

concerned

Key characteristic

responsibility

About 38% of the general U.S. population would be categorized as R. It is important for an R to belong. Disarray or disorganization will cause a good great distress. Rs are stable, loyal and decisive. They are most comfortable preserving traditions, working within established systems and following procedures. An R often resists change, as he or she believes that if something's not broken, you shouldn't fix it. Rs are super-dependable, very precise and authority dependent. They have a strong sense of social responsibility and many sets of "shoulds" and "should nots." Rs are stabilizers and traditionalists.

RESPONSIBLE (R)

Quest: Belonging

Style: Stabilizer/Traditionalist

Achilles Heel: Disorganization

38% of General Population

56% of teachers—usually industrial arts

Pathways:

Powerful administrators

Precise

Take charge

Hold subordinates/system accountable

Authority is in organization/system

Pitfalls:

Nit pickers

Rigid

Do the wrong thing

Only critical of wrong

See negative, not positive

Upward accountability—"The boss made me."

Leadership Styles:

Hunger for belonging and contributing

Prize harmony and service

Orderly, dependable, realistic

Understand and conserve institutional values

Expect others to be realistic

Supply stability and structure

More likely to reward institutionally rather than personally (trophies, letters, etc.)

Can be critical of mistakes more easily than rewarding of expected duties

Learning Styles:

Value responsibility, dependability, obedience

Prefer a structured classroom

Like and need organization, schedule, discipline of authority

Do well with workbook

Expect teacher to "Rule and Teach," students to "Follow and Learn"

Teaching Styles:

Responsible and dependable

Present material in sequence, well outlined

Impatient with disruptive students

Teach by the Socratic method

Can be critical of students who are tardy, seem disorganized or slow

Expect lessons to be done on time

Loyal to organizational structure

Expect students to be loyal