Conover® Pro

Personal Responsibility-

Managing Goal Achievement™

SOFT SKILLS

Programs for Emotional Intelligence

Conover®

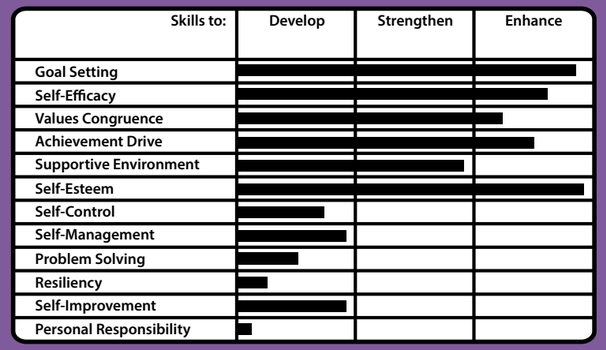
Onsite and distance learning
anytime, anywhere and on any device.

Goal Setting

Personal Responsibility - Managing Goal Achievement™

Nothing is more important to success than the ability to set, manage, and achieve personal goals. This **assessment and skill enhancement system focuses on core skills related to personal responsibility and managing goal achievement**. *Personal Responsibility* puts the emphasis where it belongs, on the individual. It puts the focus on the ability to set clear, attainable goals and then to manage oneself to the successful completion of these goals. *Personal Responsibility* helps users sort through how well they accept responsibility for their own actions–whether they are successful or not. When failure occurs, do people in your organization procrastinate, blame others, and then engage in victim thinking? If they do, then our *Personal Responsibility* program will help them overcome these self-defeating behaviors and teach them the skills of personal responsibility.

Meet John. John is a mid-level manager at a medium sized manufacturing company. John has lots of potential but he does not seem to live up to that potential. John took our Personal Responsibility Map. He scored high in the Scales of Goal Setting, Self-Efficacy, Values Congruence, Achievement Drive, Supportive Environment and Self-Esteem. These scales all relate to Goal Achievement Potential. Yes John has all the potential in the world. The last six scales tell a different story. The scales of Self-Control, Self-Management, Problem Solving, Resiliency, Self-Improvement and Personal Responsibility are all low. These scales relate to Self-Management Related to Goal Achievement. Here we see a different picture of John. Specific training related to self-management skills would be highly recommended.



How it Works

The core assessment is the *Personal Responsibility Map*™, which focuses on twelve core skills related to personal responsibility in setting and achieving goals. The system also contains the *Personal Responsibility Survey*™ which is a 360-degree assessment (an assessment done by others who know the individual). The *Personal Responsibility Map* and *Personal Responsibility Survey* provide scale-specific measures of **behaviors related to high achievement and personal well-being**. Results of the two assessments can be printed and compared.

Skill Building System

Personal Responsibility - Managing Goal Achievement™

Skill Enhancements include over 60 hours of interactive, multimedia learning activities, and post-assessments.

The skill enhancements include:

Goal Achievement Potential

- ***Goal Setting*** – teaches how to create clear, specific, written goals or objectives with plans and target dates for reaching them.
- ***Self-Efficacy*** – covers how to improve view of possibilities or extent to which people's goals are internally viewed as within their possibilities, given their individual knowledge, skills and environments.
- ***Values Congruence*** – teaches how to develop a healthy balance between personal values, beliefs and desired goals.
- ***Achievement Drive*** – covers how to increase the level of desire, effort and commitment exerted toward individual goals.
- ***Supportive Environment*** – explains the extent to which friends, family or peers have impact on an individual's achievement and how they can positively encourage people in their goals.
- ***Self-Esteem*** – teaches how to increase the degree to which people have confidence in and value themselves and feel worthy to enjoy goal achievement.

Self-Management Related to Goal Achievement

- ***Self-Control*** – teaches the ability and self-discipline to handle personal feelings and emotions in difficult life circumstances.
- ***Self-Management*** – teaches how to manage individual time, talents and abilities and focus these on clear objectives.
- ***Problem Solving*** – covers how to improve the ability and willingness to objectively work through roadblocks and use creative thinking skills to arrive at desirable goal solutions.
- ***Resiliency*** – teaches the steps to proactively work through processes and activities and cause bottom-line results to happen.
- ***Self-Improvement*** – helps people learn to be open to change and to learning and to constantly look for ways to improve themselves.
- ***Personal Responsibility*** – improves the level of individual commitment people are willing to make in setting clear goals and then assuming full responsibility for their achievement.

Access Anytime, Anywhere

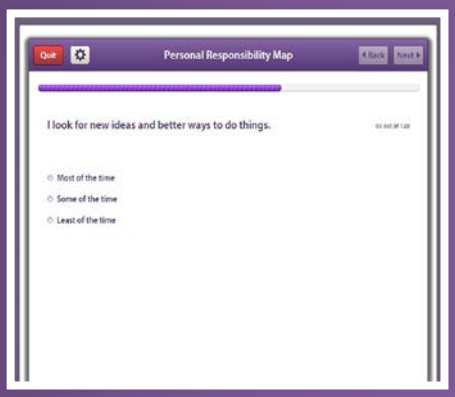
Live Support/Training

Comprehensive Reports

Monitor with Viewer Accounts

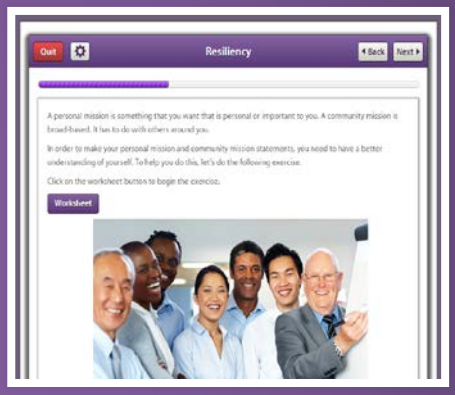
Management System

All assessments and instruction are self-administered and electronically integrated into our management system, eliminating the expensive and time-consuming activities of assigning, scoring and reporting results. Program accountability is electronically built into the system.



The system assesses user skills...

...then scores, interprets and assigns skill-enhancement activities based on assessment results...



...and finally delivers skill-enhancement activities. Learned skills, if practiced, become habits in 21 days.

While doing all this, the management system is tracking, scoring, benchmarking, storing and printing information on each user in the system.

PROCRASTINATION = BLAME = VICTIM THINKING

National Soft Skills Association™

Recognized by the
National Soft Skills Association
as a program of excellence.

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The Conover Company • 4 Brookwood Court • Appleton, WI 54914
800-933-1933 • www.conovercompany.com • sales@conovercompany.com

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