

AUTONOMY:

Empower Your People to Make Powerful Decisions

1. Recall a time when you were micromanaged by someone you worked for. How did that affect your attitude at work?

2. Consider a time when someone you worked for or looked up to put their trust in you to make a big decision. How did that opportunity to take responsibility impact your growth as a person and/or as an employee?

3. What two specific actions can you take that will allow your employees to feel more empowered and trusted to make decisions?

4. When was the last time you recall that an employee made a significant mistake? How did you respond? How might you have handled the situation differently both before the mistake occurred and after?

5. The next time your employees turn to you for 'the' right answer, suggest that they figure it out themselves. Ask them, "What do you think?" and then stand back and watch them think it through on their own.