

KEY PRINCIPLES



BUILD TRUST

Autonomy is built on a foundation of trust. Leaders must show faith in their team's judgment and capabilities by resisting the urge to micromanage.



PROVIDE NECESSARY TOOLS & RESOURCES

Ensure employees have access to the appropriate tools, technology, and training to succeed independently. This equips them for success and builds their confidence.



MOTIVATE

Encouraging positive self-beliefs in others and focus on their strengths and passions.



ENCOURAGE OPEN COMMUNICATION & FEEDBACK

Communication and Feedback: Foster an environment of psychological safety where team members feel comfortable sharing ideas, asking for help, and admitting mistakes without fear of blame.



SET CLEAR EXPECTATIONS & GOALS

Provide a clear vision, specific objectives (e.g., using, timelines, and performance metrics). When the destination is clear, employees can confidently choose their own path to get there.



OFFER FLEXIBILITY

Provide flexibility in work processes allowing employees to manage their time and tasks in a way that works best for them.