

# Empowerment Checklist

*Empowerment is hearing the individual's voice and giving them a say in the organisation's future. It is based on the notion that people are provided with the skills, resources, authority, opportunity, and motivation to deliver. This is in addition to holding them accountable for the outcomes of their actions, which adds to overall levels of competency, confidence and satisfaction.*

*Whilst it might sound like a tall order, where empowerment is shunned, the organisation is at risk of limiting vision, creativity and employee insights.*

*When management show respect for insights and experiences, people are likely to want to stretch their abilities and take on challenges which allow for their individual growth, as well as the growth of the organisation. Mindsets will expand, not contract, and challenges will not be seen as insurmountable as there is support in place to guide and coach people. It is only then that true potential can be released.*





***Tick the three most important facets that you need to feel empowered but you think are missing from your role.***

More autonomy when decision-making

Others taking my view into account

Fair recognition for work well done

Inspiring others to develop or use their strengths

Having the freedom to adapt my approach

Ability to be able to do my job effectively

A culture of less criticism and fault-finding

Feeling able to add emotion into the equation

Positive collaboration with other teams/departments

Promises that are made are put into practice

Being able to use creative skills

My manager cares about me as an individual

My manager is more available to me, when needed

Being able to work from home when needed

***Plan a discussion with your leader/manager about the facets you have identified and discuss suggestions on ways to improve these areas.***