

## **Enable Others to Act**

Think of a time when, as a direct result of something a leader said or did, you felt personally powerful and capable. Write down the actions the leader took that contributed to you feeling powerful, strong, capable, and effective. Be as specific as you can.

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Now, think of a time when you felt powerless, weak, and insignificant as a result of something a leader did or said. What specifically did he or she do?

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Ask yourself, “In what ways will making others feel powerful and creating a climate of teamwork and trust benefit you, the team, and the organization?” Record your thoughts.

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Leadership is a relationship built on trust. Trust is fostered by listening and attending to the other person. Meet with your people, ask them questions, and listen to what they have to say. Here are some questions you may want to ask:

- What do you want to get out of your job?
- What motivates you to do the best work you can?
- What can I do to support you in meeting your accomplishments?
- How would you characterize the relationship among the team members right now?
- What can I do to help create/maintain a climate of teamwork and trust?
- What do you like most/least about being a member of this team?
- What recommendations do you have about how we can improve the way we do our work?