



Psychologists tell us people have three main motivators at work: (1) autonomy, (2) mastery, and (3) purpose.

How does skillful delegation impact these three elements?



1. Autonomy – when you allow another to have control over how they do a task or project, it gives him/her the independence we all crave. This doesn't mean you simply tell them the result, walk away and hope for the best. It means you tell them the result you need and then ask for their input on how they plan to get it done.

2. Mastery – mastery doesn't depend on skillful delegation; if you do enough of something, sooner or later you're going to master it. What skillful delegation does is speed up the process. The more someone must wrestle with developing a strategy for how to accomplish something, the more quickly they master it.

3. Purpose – purpose is not directly impacted by skillful delegation. Having said that, when team members have a purpose for the work and are given the autonomy to master what they do, then you have engaged employees and productivity soars. Finding out what drives people is simply good leadership

Take a second look at the three components listed above. Isn't that what you want for yourself? When you give this gift to others, your leadership will be more effective and easier, I promise.

To schedule a FREE 20-minute phone call about how you can make your work environment more engaging, email Silver@SilverSpeaks.com