



Adjusting Management Styles to Empower Employees

Adjusting your style of management depends on a variety of factors related to the decisions that need to be made. Before making the decision on whether or not to empower employees, use the following guidelines to help you decide on the level of empowerment and which management style will need to be employed.

Score yourself 1-10 on each of the statements below.

			Disapprove					Approve				
1.	Upper-level management will approve of me empowering my employees.	1	2	3	4	5	6	7	8	9	10	
2.	There is a minimal amount of risk involved.	1	2	3	4	5	6	7	8	9	10	
			Extreme					Minimal				
3.	Employee support is really needed to ensure the success of the decision.	1	2	3	4	5	6	7	8	9	10	
			Not needed					Greatly needed				
4.	Employees have adequate qualifications.	1	2	3	4	5	6	7	8	9	10	
			Min. qualified					Highly qualified				
5.	The decision/task is not very urgent.	1	2	3	4	5	6	7	8	9	10	
			Not Urgent					Very urgent				
6.	I'm comfortable with the authority of the task being given to my employees.	1	2	3	4	5	6	7	8	9	10	
			Hesitant					Comfortable				
7.	Resources are plentiful.	1	2	3	4	5	6	7	8	9	10	
			Scarce					Plentiful				
8.	Employees need to grow and be challenged.	1	2	3	4	5	6	7	8	9	10	
			Little need					Great need				
9.	Employees desire to have more autonomy and responsibility.	1	2	3	4	5	6	7	8	9	10	
			Low desire					High desire				
10.	Customer/client relationships are vital to the success of the task.	1	2	3	4	5	6	7	8	9	10	
			Not necessary					Imperative				



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After scoring all the above categories, decide on which style of management to employ.

- Delegative = If the scores fall at the top of the range.
- Participative = If the scores fall in the middle of the range.
- Directive = If the scores fall at the bottom of the range.

KEY POINT: Learn how to adapt your management style to draw out the best in people.