

RESOURCE ORIENTATION

If we want to promote people's ability to **organize** themselves and take on more responsibility, then we must inspire **trust**. Fortunately, we have good reason to trust: The unconscious and experiential knowledge in each of us is more than enough to successfully meet new challenges.



With this approach, you strengthen the self-confidence of your employees - and those who are self-confident take **RESPONSIBILITY**.

How can **you as a manager** activate these **resources** in your employees?

- ✓ Let your counterpart think for themselves, use **questions!**
- ✓ Give your counterpart the space to develop possible solutions and own the "**aha moments**" that underlie **motivation!**
- ✓ Take on the responsibility of helping people move out of their **comfort zone** - that's where **learning** takes place!
- ✓ Give positive **feedback!** For the brain to reap new stable connections from the unconscious domain, it needs **positive reinforcement!**
- ✓ Disconnect from the content and **focus fully on the process** of this treasure hunt!



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