

WAYS TO EMPOWER STAFF

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1. Educating
 - Share information with staff (“information is power”).
 - Teach staff new skills.
2. Leading
 - Energize and motivate staff.
3. Mentoring
 - Assign staff challenging tasks.
 - Coach staff in risking new behaviors.
 - Provide a role model in new behaviors.
 - Support and advise staff.
4. Providing
 - Find / supply needed resources.
 - Facilitate staff tasks in the organization.
 - Protect staff from undue criticism, especially when they are practicing new behaviors.
5. Structuring
 - Advocate for staff to have new opportunities.
 - Sponsor staff within the organization.
6. Actualizing
 - Believe in staff.
 - Help staff maximize their performance and contribution to organization.

Adapted from *Empowerment in Organizations* and other sources.