

# TRUST TIP

## TRUST OF CAPABILITY®

### ALLOW PEOPLE TO MAKE DECISIONS

1

#### Encourage Independent Decision Making

---

- Clarify your expectations. Let people know which decisions they should feel empowered to make.
- Consider whether you may be unintentionally bottlenecking independent action.

2

#### Support Others to Exercise their Own Judgment

---

- Help people understand their own strengths.
- Point out specific ways they trusted their own decision-making abilities.

3

#### Allow Experimentation

- Hold space for the idea that your way is not the only – or even the best – way to get things done.
- Create an environment where others feel safe to bring creativity and appropriate risk-taking.