

DEVELOPING CONFIDENCE AND AGENCY IN YOURSELF AND OTHERS

This discussion focuses on creating a culture through building confidence and professional agency in your teams and individual workers.



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PYRAMID & MATRIX



THE CIRCLE





THE AGENCY CULTURE



Mary Parker Follett

“Releasing energy” in others

Integrating that energy

Internal motivation & accountability



Charles Handy

The portfolio worker

Total accountability

Individual motivation & confidence

Sensitivity to others cooperation



Motivation

Maslow – Self actualization

Expectancy theory

Goal setting

Equity

...



Professional Agency

Self-Trust in Ability to Learn

Self-Expression-Finding Your Voice

Self-Controlled Destiny

Self-Humility

Self-Safety

Self-Accountability

HR & LEADER ACTIONS TO FOSTER

- **Promote Continuous Learning:** Encourage employees to embrace new challenges and growth opportunities to build confidence in their capabilities.
- **Encourage Self-Expression:** Create an environment where diverse ideas are valued, ensuring everyone has the opportunity to contribute and be heard.
- **Empower Individuals:** Support employees in realizing they have control over their career paths, providing guidance and opportunities for them to design their destiny within the organization.
- **Cultivate Humility:** Foster a culture where it's acceptable not to have all the answers and encourage thinking on one's feet as a way to navigate uncertainty collaboratively.
- **Ensure Psychological Safety:** Make safety a cornerstone of the organizational culture, enabling employees to take risks, innovate, and speak up without fear of reprisal.
- **Instill Accountability:** Teach the organization to embrace accountability, not through punitive measures for mistakes, but as a way to learn, grow, and make more informed decisions in the future.

Agency

Self-Trust
Self-Expression
Self-control
Self-Safety
Self-
Accountability

+

Self-Determination

Self-
confidence
Motivation
Empowered
Engaged

=

Self-Actualization

Mindset
Well-being
Success



CREATE A
COACHING
CULTURE



FACILITATED STRATEGY & PLAY

HONEST
IN THE
MOMENT
FEEDBACK



LET'S
COLLABORATE

