

Manager Authority
**RELINQUISHED
 PERSONAL POWER**

Employee Responsibility
**RETAINED
 PERSONAL POWER**



CAN'T TRUST PEOPLE TO DO THE RIGHT THING	BELIEFS ABOUT PEOPLE	TRUSTS PEOPLE TO DO WHAT'S RIGHT
DIRECTOR	MANAGEMENT STYLE	LEADER
TELLS IN A DIRECTIVE WAY	MANAGER BEHAVIOR	ASKS QUESTIONS TO FIND SOLUTIONS
USES RULES AND INCENTIVES	APPROACH TO MOTIVATION	CREATES PRIDE AND SELF-MOTIVATION
OVERCOME WEAKNESSES & FIXING PEOPLE	PEOPLE DEVELOPMENT	INCREASING STRENGTHS & GROWING PEOPLE
DEFINES GOALS and DIRECTS ACTIVITIES	GOAL SETTING	CREATES EMOTIONAL CONNECTIONS to PURPOSE & GOALS
WORK GROUP or PSEUDO TEAM	TEAM BEHAVIOR	HIGH PERFORMING and SELF- MANAGING
BLAMES OTHERS	RESPONSIBILITY	WELCOMES RESPONSIBILITY
COMPLIANT, CONFORMIST and NON-ADVENTUROUS	PEOPLE NEEDED	OPEN, CREATIVE, PROACTIVE, RESPONSIBLE

The Context Is Established By Our Beliefs About Our Ability to Trust People