

4 TRUST BUILDING CHOICES

HOW TO GIVE YOUR TEAM OPTIONS TO CHOOSE

PROVIDE GUIDANCE



There's a fine line between abandonment and empowerment. Be smart. Give people options to choose from and ensure that they have what they need to make an informed decision.

DETERMINE THE 'RIGHT' NUMBER OF CHOICES



Giving people options to choose from is good. Smart leaders ensure that options meet short-term needs without losing sight of long-term priorities.

AVOID GIVING FALSE OPTIONS



When a decision has already been made, or there is only one viable option, smart leaders avoid giving people a false sense of choice.

ENGAGE YOUR PEOPLE IN THE PROCESS



Wanting to be the hero or feeling pressure to move fast can leave your people out of the process. Be smart, slow down and look for ways to bring the voice of your team members into the process.

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