



Do you have enough control? Or too much ?

Are people in your team levelling up and exploring?

If yes, think about these questions:

- Do you have to nudge them, or do they take initiatives?
- What are you saying and doing to give them the courage?
Keep doing that!
- Can you remember when it started? What triggered it?
- What is your next step?

If no, or mixed, think about these questions:

- Do you want them to?
- If no, what do they need?
Competence, courage, or motivation?
- How can you help them with that?
- What is your next step?

