

HOW TO FLEX YOUR MANAGEMENT STYLE

(LARGE BICEPS NOT REQUIRED)



The trick to being a great manager is the ability to FLEX your style, providing good support and direction when it's needed and empowering people when they have the skills and motivation to do it themselves.

For example if you have a highly motivated new starter with limited experience, you would **guide** them. If you have a highly skilled but disengaged team member, you would **motivate** them.

THE SKILL / WILL MODEL

WORK OUT WHICH STYLE TO USE WHEN

GUIDE

Set clear expectations
Offer support
Reduce constraints

EMPOWER

Provide freedom & stretch
Broaden responsibilities
Recognise

SKILL

DIRECT

Build up skillset
Set clear expectations
Offer frequent feedback & support

MOTIVATE

Seek to understand intrinsic and extrinsic motivations
Reinforce positive behaviours
Recognise

WILL

Choose your style according to the individual's capability and motivation for the work. Remember that just because someone is skilled in some areas, doesn't mean they are in everything so check in with levels of comfort and expertise before you assume they don't need your support.

QUESTIONS TO HELP YOU WORK OUT WHAT STYLE TO USE!

- How confident are you in completing this work?
- What support do you need from me?
- How are you going to approach this work?
- What's going on for you right now?

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