

# Exercise: knowing your autonomy and decision-making freedom

We're going to look at the levels of freedom your manager wants to give you in the areas we discussed before. To represent the level of freedom we are going to use a traffic light analogy:

- **Green (Go - Autonomy):** You've got the green light to make decisions and lead projects with minimal oversight. Your boss trusts you to handle things independently.
- **Yellow (Caution - Shared Decision Making):** You can make some decisions on your own, but for bigger or more strategic ones, it's best to consult with your boss.
- **Red (Stop - Close Supervision):** Your boss prefers to maintain tight control over most decisions and actions. You'll likely need to seek approval for many things.



Ask yourself:

1. Where do you think your boss's comfort level is for each area? (Green, Yellow, or Red)

|  |                      |
|--|----------------------|
| Department Budget Issues               | Green / Yellow / Red |
| Employee Management                    | Green / Yellow / Red |
| Interdepartmental Collaboration        | Green / Yellow / Red |
| Project Management and Decision-Making | Green / Yellow / Red |
| Innovation and Creativity              | Green / Yellow / Red |
| Crisis Management and Problem Solving  | Green / Yellow / Red |
| Professional Development and Training  | Green / Yellow / Red |
| Customer and Client Relations          | Green / Yellow / Red |
| Financial Decision-Making              | Green / Yellow / Red |

2. Where do you think your boss's comfort level should be?

3. If there's a difference between your boss's current level of control and where you think it should be, consider why that might be. (Example: "My boss doesn't trust me yet.")