

# Improving Your Team's Competence, Autonomy and Relatedness

As a manager, address the three basic psychological needs from Self-Determination Theory to foster intrinsic motivation in your team:

## 1. **Competence**

- Assess current skill development opportunities
- Identify areas for additional training or resources
- Plan tailored learning initiatives and goal-setting practices

## 2. **Autonomy**

- Evaluate current decision-making power given to team members
- Identify areas to delegate more responsibility
- Consider ways to involve team members in decision-making processes
- Encourage initiative in approaching tasks and setting goals

## 3. **Relatedness**

- Assess team connection, support, and inclusivity
- Plan team-building activities and open communication channels
- Develop strategies to foster an inclusive environment
- Encourage collaboration and value diverse perspectives

### **For each area:**

1. Reflect on current practices
2. Identify improvement opportunities
3. Develop a concrete action plan

Remember, supporting self-determination is an ongoing process. Continuously seek input from your team and adjust your approach to create an environment that nurtures competence, autonomy, and relatedness, ultimately enhancing motivation and engagement.