

# JOURNEY TO YOUR BEST

Challenge 0: What's your current version?

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# AUTONOMY AT WORK

I. What?

II. Why?

+ III. When?

IV. Where?

V. Who?

VI. How?



## I. WHAT'S AUTONOMY AT WORK?

Work autonomy means allowing individuals the **freedom** to make **independent** decisions and fostering **creativity and innovation** in their tasks. It also means giving people the freedom to **work in the way that suits** them best. However, autonomy **doesn't mean** there are **no limits**. **Individuals can make decisions** as long as they don't impact the **overall goals** of the organization and the team.

# HOW DOES AUTONOMY AT WORK DIFFER FROM PERSONAL AUTONOMY?

## Autonomy at work

## Personal autonomy

### Difference

Workplace

Inside

Workplace

Outside

Purpose

General

Purpose

Private

Freedom

depending on the context

Freedom

Everyone

Option

Based on overall goals

Option

depending on the situation

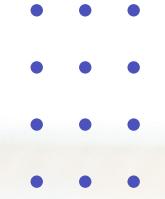
### Common

Health, emotions

## II. WHY AUTONOMY AT WORK IS IMPORTANT?

- Increasing job **satisfaction**.
- Enhancing work **motivation**.
- Strengthening team **cohesion**.
- Improving work **performance**.
- **Promoting and boosting innovation** at work.
- **Flexibility and adapting** to sudden conditions and challenges.
- **Reducing work exhaustion**.
- Encouraging **self-learning** abilities.





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### III. WHEN TO AUTONOMY IN WORK?

Depending on the **nature and characteristics** of the job, it's applied accordingly.

Some professions benefit from autonomy, especially those related to knowledge, management, research, etc.

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## IV. WHERE IS THE BEST ENVIRONMENT FOR AUTONOMY AT WORK?

The ideal environment balances **individual freedom with the common goals** of the organization and team:

- **Clear communication** among team members regarding common goals.
- **Clearly defined objectives.**
- **Flexible task arrangements.**
- **Collaboration** among team members.
- Access to available **resources**.
- Regular **feedback** is necessary.

## V. WHO SHOULD LEVERAGE WORK AUTONOMY?

Utilizing work autonomy brings numerous benefits for individuals, groups, and organizations. Various roles can leverage autonomy, including **employees**, **managers**, **project teams**, and **collaborations**, etc.



## VI. HOW TO ENCOURAGE AUTONOMY AT WORK?

Support a **growth mindset**.

Building **confidence** and increasing self-trust in individuals within the organization and team.

Providing necessary **support** and advice.

Acknowledging **individual contributions**.

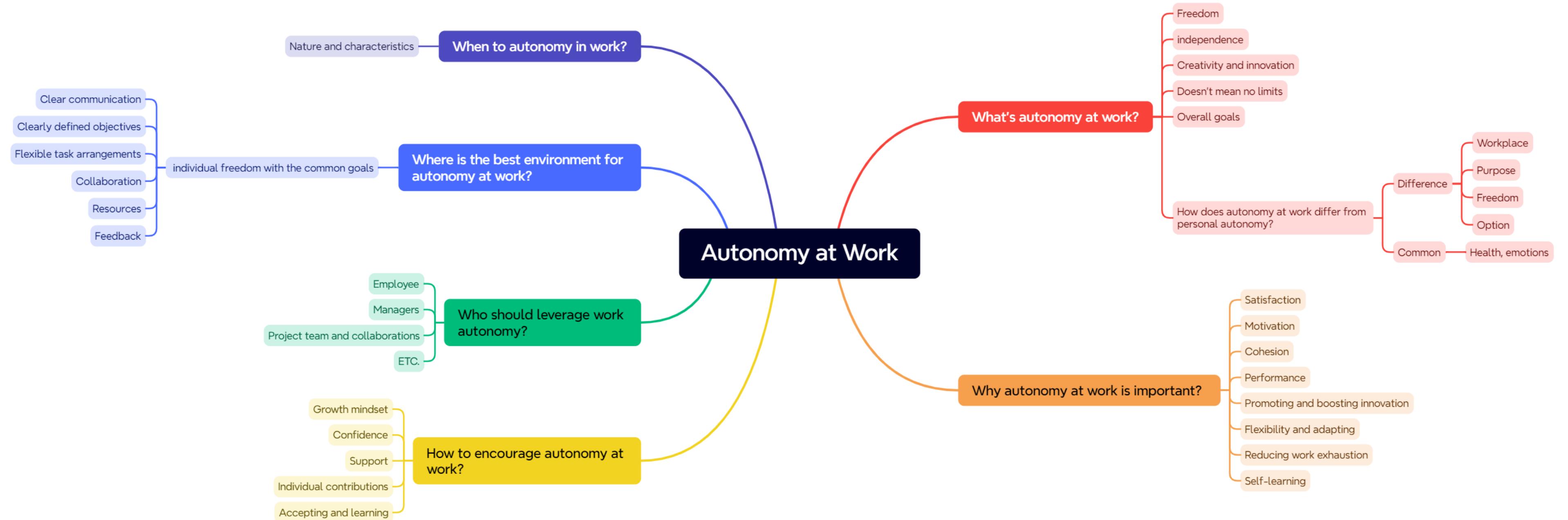
**Accepting and learning** from mistakes.

made by team members.





# CONCLUSIONS





# THANK YOU FOR READING

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