



HELLO!

My name is Luc

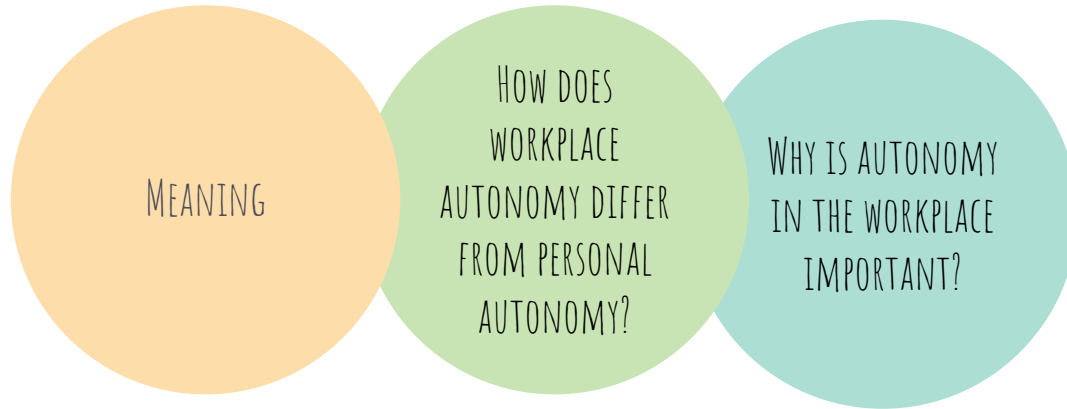
**I'm 22 years old and now I'm Final-year student at
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AUTONOMY AT WORK



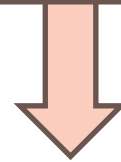
AUTONOMY AT WORK



MEANING



No one likes to be micromanaged at work. Having a manager or supervisor constantly looking over your shoulder is frustrating. It also damages leadership trust in the workplace.




That's why autonomy at work is so important.

MEANING

Autonomy at work refers to how much freedom employees have to do their jobs. Specifically, it relates to the pace at which work is completed, its order of completion, and a person's freedom to work without micromanagement.



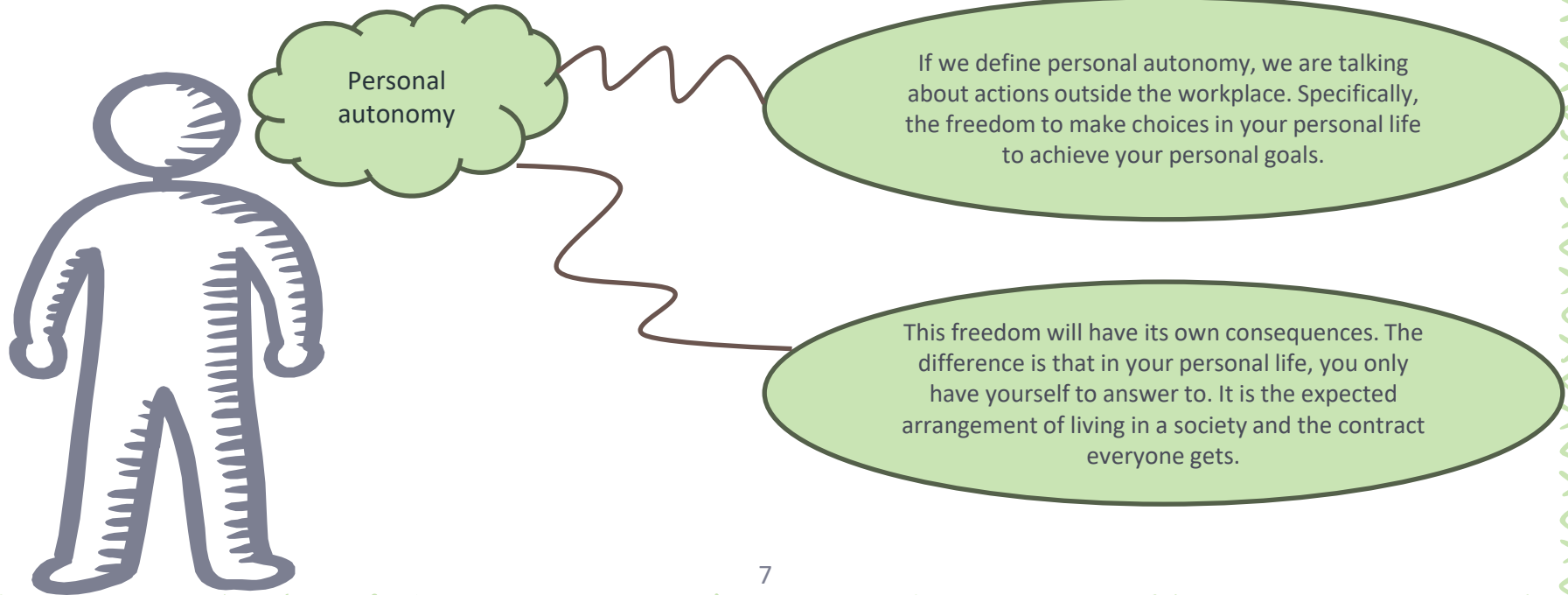
HOW DOES WORKPLACE AUTONOMY DIFFER FROM PERSONAL AUTONOMY?



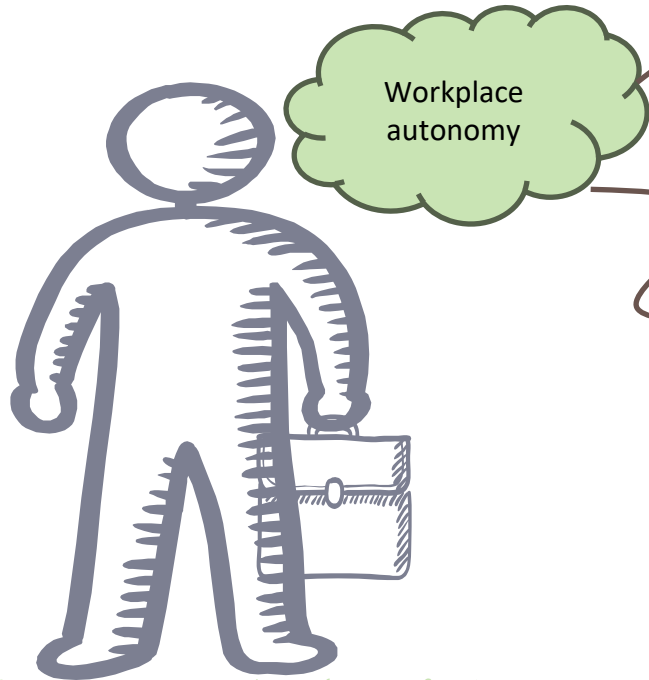
Workplace
autonomy

Personal autonomy

HOW DOES WORKPLACE AUTONOMY DIFFER FROM PERSONAL AUTONOMY?



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Workplace
autonomy


Workplace autonomy is something separate from the personal autonomy definition. Although it is similar in that it allows individuals to make their own decisions, job autonomy is defined by working toward a set goal.

How employees reach that goal may be open. But should the result not be satisfactory, the employee won't just be answering to themselves. They will also have to answer to their workplace team they have let down.


WHY IS AUTONOMY IN THE WORKPLACE IMPORTANT?



WHY IS AUTONOMY IN THE WORKPLACE IMPORTANT?




**Increases job
satisfaction**




Some companies struggle to increase job satisfaction because they take the wrong approach. They often overlook removing strict predetermined rules. The simple act of granting employees autonomy increases job satisfaction.

A workforce that operates at their own pace and by their own rules is more likely to feel satisfied. Because the results of hard work are a case of personal achievement, every task is a reason to feel fulfilled.

WHY IS AUTONOMY IN THE WORKPLACE IMPORTANT?




**Creates
employee
engagement and
motivation**




Tackling tasks with freedom is invigorating. It allows for creativity in the workplace and promotes increased self-advocacy from employees.

Employees that are trusted by their leaders strive to deliver above expectations. They will often want to prove that they deserve the trust they have been granted. This way, workplace engagement is achieved, and by extension, employee job satisfaction increases.

WHY IS AUTONOMY IN THE WORKPLACE IMPORTANT?




**Improves
employee
retention**




Increased job autonomy results in happier employees. Happy employees do not feel the need to seek out other work. Job turnover is, therefore, significantly reduced, saving time and effort in recruitment and onboarding.

WHY IS AUTONOMY IN THE WORKPLACE IMPORTANT?




**Encourages
creativity and
innovation**




Innovation is what a workplace needs to keep evolving and developing. Without autonomy in the workplace, an organization may become stagnant. This is especially true when employees are discouraged from brainstorming new ideas and thinking outside the box.

WHY IS AUTONOMY IN THE WORKPLACE IMPORTANT?




**Builds a culture
of trust**




A workforce based around trust works efficiently, thereby boosting productivity. When employees understand that they're trusted to achieve tasks, that same trust is extended back to leaders. The resulting workplace culture of mutual trust is a setting for true innovation.

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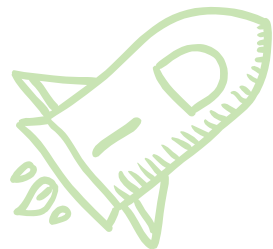
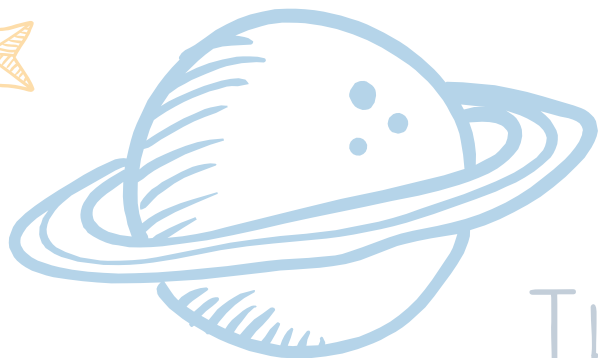


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THANK FOR WATCHING