

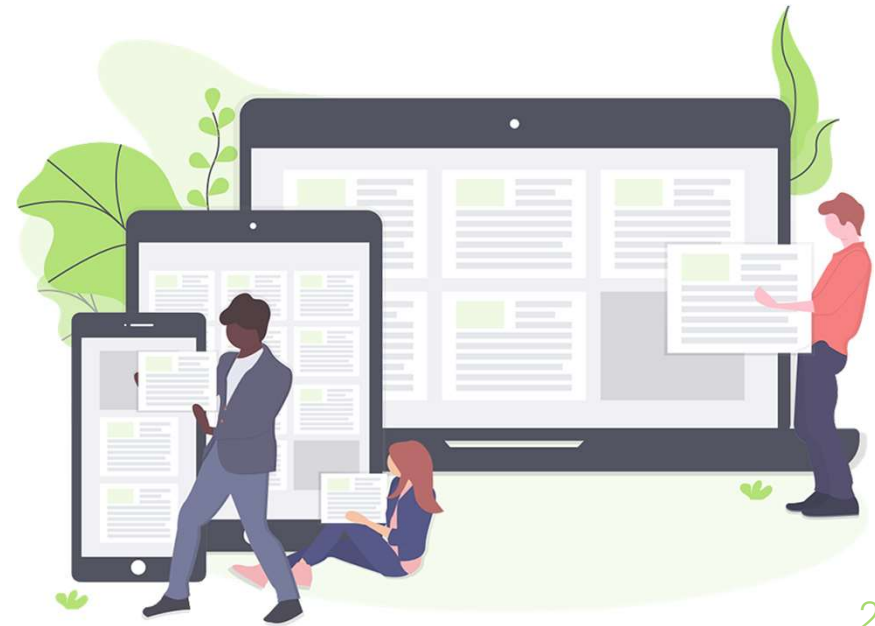
Autonomy At Work



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What is autonomy at work?

- It is clear that gaining autonomy at work is an essential milestone when recruiting any employee in a company. In fact, it is inherent to the learning process. It is, quite simply, the employee's ability to carry out their duties on their own without needing a great deal of outside help or supervision.
- Autonomy at work is the first challenge whenever we take on new tasks requiring training and skills that have not yet reached their peak. Moreover, as mentioned above, the ability to manage ourselves autonomously at work also allows us to not interfere in others' work and to do without their help and constant supervision to avoid hindering the performance of both.



Autonomy at work : Good ?

- Increases job satisfaction
- Creates employee engagement and motivation
- Improves employee retention
- Encourages creativity and innovation
- Builds a culture of trust
- Boosts productivity
- Employees feel valued
- Develops leadership qualities in employees
- Promotes skill development

Autonomy at work : Bad ?

- Clearly, not all employees are suited to the positions they hold and, in the early stages of their employment, it becomes apparent that some do not have all the skills required to gain autonomy in the job and be able to fully integrate into the team, bringing agility and good performance.
- One of the most common mistakes made by team managers or supervisors is to think that this process of encouraging employee autonomy is a matter of demanding it from them: reminding them that they are expected to be autonomous, pressuring them not to ask for help, and sitting back and waiting for autonomy at work to come through out of the blue in that team member's performance.
- However, there are many types of skills and talents and not all of them manifest themselves quickly, without indicating that the employee is unsuitable for the position. The person simply needs more time and, of course, the right training methodology to bring out their full potential. This way, at the end of the probation/training period, the company does not have to lose a valuable employee just because they are not the fastest in the world at acquiring autonomy on the job, but a little slower or more dependent in their learning process.

Autonomy at work and onboarding

- Job autonomy is among the factors closely measured during an employees' probation period who has just joined the company and which runs parallel to their training period. In fact, it goes without saying that calling it a training period sounds friendlier and less intimidating for the trainee (the employee), which is a good basis for their preparation.

Taking responsibility at one's own pace

- Autonomy at work, as in all other aspects of life, is directly linked to responsibility: the more autonomy I acquire, the more responsibility I have. Therefore, autonomy at work should not be understood as “I go my own way”, without being accountable to anyone and regardless of the consequences of my actions. On the contrary: autonomy implies I take responsibility for those consequences and am accountable for my results.
- Autonomy at work should be encouraged whenever it is considered to be positive for the employee's productivity and for the team's performance, and this approach is the most common.

How to encourage autonomy at work ?

1. Support a growth mindset
2. Build a culture of trust
3. Communicate effectively
4. Provide support and advice where needed
5. Set goals and benchmarks
6. Acknowledge good work
7. Hire the right people
8. Allow for mistakes:
9. Support professional development

Thanks!

Any questions?

