



Freedom To Be Autonomous

Supporting Workbook

“My inspirational leaders, the first one was on the ward. She didn’t want to step on anybody’s toes, but she also had the confidence in those of us that were there to say, how would you like to do it?”





Giving your team the freedom to act



“It’s that bit of leadership and the support that I think has been the most amazing...and that’s what I try and do now.”

Rachel has benefited from leadership that has allowed her to have autonomy, and to use her initiative and ideas. Inclusive leadership which has sought her opinions and allowed her to try things. Rachel now tries to embody this with her teams in Research. This has resulted in colleagues who know Rachel is fair and will support them even if they make a mistake.



- Think about your role and your team.
- Think about the extent you ‘direct’ people, compared to asking them how they would do something.
- To what degree can you apply Rachel’s principles of autonomy?



Notes and reflections: _____
