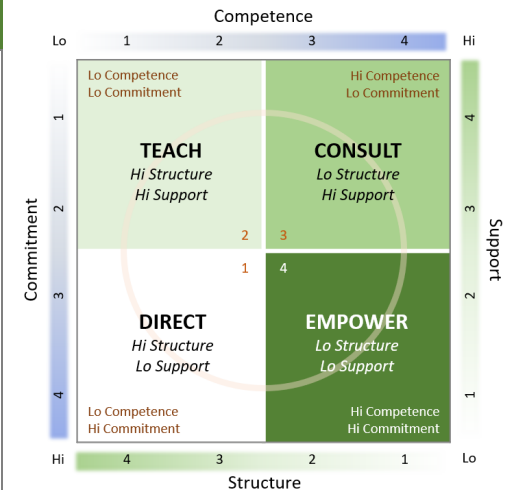
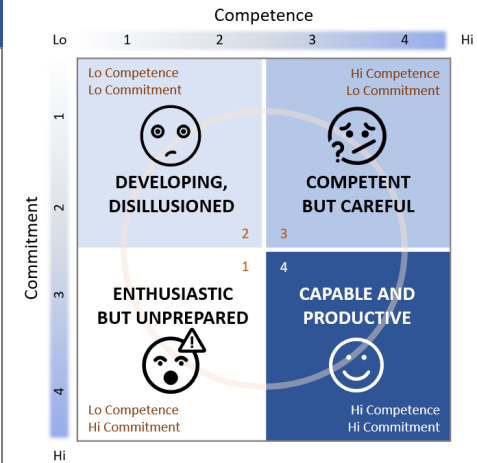


EMPOWER CAPABILITY WORKSHEET

PERFORMER:		TASK/PROJECT:	
CAPABILITY LEVEL:			
EVIDENCE OF COMPETENCE	<ul style="list-style-type: none"> • Demonstrates skills • Employs best practices • Plans tasks • Makes Improvements 	EVIDENCE OF COMMITMENT	<ul style="list-style-type: none"> • Enthusiasm • Initiative taking • Proactive action • Owning problems • Open to learning
COACHING TACTICS:			
STRUCTURE BEHAVIOURS	<ul style="list-style-type: none"> • Guide behaviour • Establish boundaries • Monitor action • Clarify what, how, when 	SUPPORT BEHAVIOURS	<ul style="list-style-type: none"> • Facilitate choice • Remove barriers • Clarify consequences • Explain why



DIRECT (HI STRUCTURE/LO SUPPORT)
 For enthusiastic but unprepared performers (Level 1), get them in action to gain experience, learning in a structured way, under close supervision.

TEACH (HI STRUCTURE/HI SUPPORT)
 As experience grows, performers become disillusioned, frustrated (Level 2). Sustain structure, but add support—explanation, advice, encouragement. Make key decisions, but get them involved.

CONSULT (LO STRUCTURE/HI SUPPORT)
 As competence grows, confidence often lags behind skills and knowledge. The performer is cautious. Withdraw structure carefully, while facilitating problem solving and standing behind their efforts.

EMPOWER (LO STRUCTURE/LO SUPPORT)
 With proper coaching, confidence becomes more consistent (Level 4). As you see the right actions and good decisions, free them up to do the task independently.

