



## WORKING WITH OTHERS

Empowers others to contribute and deliver

### Empowerment

#### Empower *verb*

Has two aspects:

- To encourage and support the ability to do something.
- To empower is also to give 'legal authority' for something: at work this might mean investing your authority in a member of staff, e.g. *'Marion represents our team at the conference'*.



***'I am stronger because I have met you.'*** Anon

***'It took me quite a long time to develop a voice, and now that I have it,***

***I am not going to be silent.'*** Madeleine Albright

***'Nothing's impossible. It always seems impossible, until it is done.'*** Nelson Mandela

### ACTIVITY

#### Who has empowered you in your career?

- How did they do it? Write a short paragraph for yourself explaining each of your choices, what qualities, actions, behaviours, attitudes or words left you empowered? Not taught or mentored or managed or instructed, but empowered. Identify the legacy that each of these individuals gave you.
- If there is no-one at work that comes to mind – look at your wider life and history to find individuals who have done this for you.

Choose up to four individuals for this activity.



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### ACTIVITY



Thinking about how you have been empowered in the past, what can you bring into your own practice? How might you empower your team or your colleague? Select two or three ideas to implement.

What happened when you implemented these ideas?



Complete the Reflection sheet