



Adapting your management style to the degree of autonomy of your subordinates

The challenge

One of the key roles of the manager is to support the performance and development of his/her subordinates. But how can you determine the most suitable attitude for doing so? Is it preferable to monitor your employee closely or, on the contrary, to allow him/her to act freely? Should you intervene immediately in the event of a difficulty, or is it better to wait until he/she asks for help? Of course, the answer depends on the personality and capabilities of your subordinate, as well as on the nature of the assignment and the context. The following grid will help you determine which management style is best suited to the situation.

Four styles of management

The most suitable management style depends on two principal parameters: the degree to which the subordinate has mastered the necessary skills and is motivated to progress.

