Mechanisms of empowerment and disempowerment

FromTrigon Entwicklungsberatung

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| Empowerment | Disempowerment |
| Mutual recognition  Mutual support  Freedom for own solutions  Good team atmosphere  Trust | Acting powerfully (e.g. standing over)  Search for the guilty party  Emphasis on hierarchy  Exerting pressure  Over-regulation |
| Effects: Creativity and commitment  Independence  Positive further development | Effects: Fear and caution  Submission  Abandonment of trial and error Paralysis of innovation Doing only what is necessary |