



# Avoid Decision Fatigue by **EMPOWERING EMPLOYEE LEADERS**

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**The decisions you make as a leader can have a major  
impact on your company's success.**

## “ By delegating decision-making authority, leaders can reduce their own emotional exhaustion and build a more resilient and effective team.”

Whichever leadership position you're in, you constantly make choices that shape your business. However, with so many decisions, it's easy to fall into the trap of decision fatigue, which is the tendency for the quality of decisions to deteriorate after a long decision-making period.

The impact of decision fatigue can be particularly severe for leaders, who often bear the brunt of the decision-making process. This is why it's so important to empower your employees to make decisions on their own. Doing so can reduce the impact of decision fatigue and increase the overall productivity and performance of your company.

### LEADERSHIP IS EMOTIONALLY EXHAUSTING

Leadership is emotionally demanding and can be especially overwhelming for leaders, who often bear the responsibility of decision making and problem solving for their entire company. They face a constant stream of complex challenges and must remain calm, collected, and confident, even under intense stress and pressure. This can take a toll on their emotional well-being and make it difficult to maintain their energy and enthusiasm over the long term.

However, the solution to this problem is not to work harder or to bear the burden of leadership alone but to empower employees to be their own leaders. By delegating decision-making authority, providing support and resources, and creating a culture of trust and collaboration, leaders can reduce their own emotional exhaustion and build a more resilient and effective team.

Empowered employees not only benefit the leader but also help to develop a more capable and motivated workforce. Unlike traditional leadership, which tends to be more top-down and directive, empowering employees to be the best they can be enables them to contribute to the company's success.

### THE BENEFITS OF EMPOWERING LEADERSHIP IN THE WORKPLACE

Employees who are empowered to be leaders can have a profound impact on the success of any organization. An empowered team can drive the company forward and help it achieve its goals, while an unempowered team can hold it back and prevent it from reaching its full potential. One of the keys to organizational success is empowering leadership in employees, focusing on giving employees the resources, support, and freedom to make decisions and take ownership of their work.

There are several benefits to giving employees the ability and resources they need for independent decision making:

**Increased job satisfaction for employees.** When employees feel empowered to make decisions and take ownership of their work, they are more likely to be satisfied with their jobs. They feel valued and respected, and they can contribute to the company's success in meaningful ways. This can increase job satisfaction and reduce turnover, saving the company time and resources in the long run.

**Improved morale and motivation.** Empowering leadership can improve morale and motivation among employees. When employees feel like they are making a difference and contributing to the company's success, they are more likely to be engaged and motivated. This can improve overall performance and drive the company forward.

**Enhanced creativity and innovation.** Empowered employees exhibit higher levels of creativity and innovation. When employees feel empowered to make decisions and take ownership of their work, they are more likely to be creative and develop new and innovative solutions to problems. This can lead to increased productivity, improved performance, and greater success for the company.

**Increased productivity and performance.** Empowered employees show increased productivity and performance. When employees believe they can independently make decisions, they are more likely to be productive and perform at their best. This can have a major impact on the success of the company and help it to achieve its goals.

Besides being more likely to be motivated, engaged, and productive, empowered employees can also help identify and address any issues or bottlenecks within the process, which can ultimately lead to more effective processes overall. They also know their responsibilities and become accountable for their actions, decisions, and outcomes.

Empowering employees helps to build trust and credibility with others in the organization, as they see that leaders are capable and willing to take action. When employees are empowered, they can demonstrate their competence and expertise, which can help to establish their credibility. Empowerment enables employees to take the initiative, be creative, and be more responsive to the changing needs of the organization and external environment. This can help to establish them as credible and effective leaders who can adapt and lead change.

Empowered employees take it upon themselves to hold themselves accountable for their actions. Thus, they are more likely to act with integrity and align their actions with the organization's values, which helps them to build credibility with the rest of the team—the stakeholders and other people around them.

## EMPOWERED EMPLOYEES DON'T JUST "MANAGE," THEY "OWN"

Empowered employees take ownership of the processes they are leading. They understand that their role is to drive results, and they take responsibility for ensuring that they and their projects are successful. This ownership extends to every aspect of the process, from defining the goals and objectives to planning and executing the work, monitoring progress, and making necessary adjustments along the way.

Empowered employees view their role as one of stewardship, responsible for ensuring that the resources and people they work with are effectively and efficiently achieving their goals. They are proactive in identifying and addressing any challenges or obstacles that may arise, and they make decisions that drive the success of their projects and their team.

Empowered employees also understand that their role is to inspire and motivate their team to help them reach their full potential. They provide support, guidance, and encouragement to their fellow team members, and they help foster a culture of collaboration and open communication where everyone feels valued and respected.

In short, empowered employees own the process, taking full responsibility for driving results and ensuring the success of their projects. By doing so, they create a culture of success and accountability, where everyone is motivated and engaged and the business is able to achieve its goals.

## WITHOUT EMPOWERMENT, THERE CAN BE NO LEADERS

It's a common misconception that leadership is defined solely by an individual's title or position within a company. However, true leadership is not determined by one's job description but by one's ability to influence and inspire others to achieve a shared goal. This means that for someone to be held accountable for their work, they must first be empowered to lead.

When employees are not empowered to lead, they are unable to make decisions, take ownership of their work, and influence others in a meaningful way. This can result in a lack of accountability and detachment from the company's goals. Employees may feel like they are just going through the motions rather than making a real impact.

On the other hand, when employees are empowered to lead, they can take ownership of their work, make decisions, and inspire others to work toward a common goal. This results in a sense of accountability and a deeper connection to the company's mission. The employee can take pride in their work and make a meaningful impact on the company's success.

Nobody can be accountable for something they are not empowered to lead. Empowering employees to be their own leader is essential for creating a culture of accountability, ownership, and success. By investing in

employee development and providing support and resources to employees, companies can cultivate a team that is truly empowered to lead the company forward.

## WAYS TO MAKE EVERY EMPLOYEE A LEADER

Empowering leadership in the employee base is a key factor in the success of any business. It allows employees to own their work, make decisions, and drive results.

Here is a checklist of key actions leaders can take to empower their employees and foster a culture of leadership:

- **Encourage employee autonomy.** Provide employees with the resources, support, and freedom to make decisions and take ownership of their work.
- **Offer opportunities for growth and development.** Invest in employee development through leadership training, professional development programs, and mentorship opportunities.
- **Foster a supportive work environment.** Create a culture of collaboration, open communication, and respect for all employees.
- **Lead by example.** Model empowering behavior by empowering employees to lead, make decisions, and take ownership of their work.
- **Provide regular feedback.** Offer regular, constructive feedback to employees to help them grow and develop as leaders.
- **Recognize and reward success.** Recognize and reward employees for their contributions to the company, including their leadership skills.
- **Encourage innovation.** Encourage employees to be creative and innovative and to explore new ideas and approaches to solving problems.
- **Continually evaluate and improve.** Continue to evaluate the success of your empowering leadership initiatives, and make improvements as needed.

By following these guidelines, leaders can empower their employees to be successful leaders and drive the success of their company. Empowering leadership in the employee base is crucial in creating a positive and productive work environment. When leaders foster an atmosphere of trust, encourage open communication, and empower employees to be their own leaders, they can drive innovation and growth while also promoting job satisfaction and employee engagement. AQ

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