



## ENCOURAGE RISK-TAKING

**“ I work with others to take  
calculated risks more  
often and strengthen  
risky initiatives. ”**

**GUIDELINE**

# WHY IT MATTERS

**I WORK WITH OTHERS TO TAKE  
CALCULATED RISKS MORE OFTEN AND  
STRENGTHEN RISKY INITIATIVES**

## Key Benefits

- ☒ Our team feels supported to take reasonable risks
- ☒ We're energized by seizing bold initiatives
- ☒ We capture more opportunities more often
- ☒ We evaluate and manage risks better with experience
- ☒ We feel a greater sense of achievement

# WHAT IT MEANS

**I WORK WITH OTHERS TO TAKE  
CALCULATED RISKS MORE OFTEN AND  
STRENGTHEN RISKY INITIATIVES**

## **As a Manager**

I encourage my team to take initiatives that challenge the *status quo*. I proactively review their risk analyses and approve their action plans.

## **As a Team Member**

I propose new initiatives with strong odds of success and risks we can minimize through clear action plans.

# DO'S



Be bold! Take reasonable risks more often.



Praise your team when they take calculated risks.



Work together to strengthen risky initiatives.



Discuss stakes and scenarios: Use data to evaluate them.



Take preventive actions to minimize risks.

# DON'TS



Dismiss ideas because there are risks involved.



Attack an idea because it's unclear or uncertain.



Minimize the risks involved.



Hope for the best! Plan for the worst-case scenario.



Blame or criticize people who take risks.