



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.

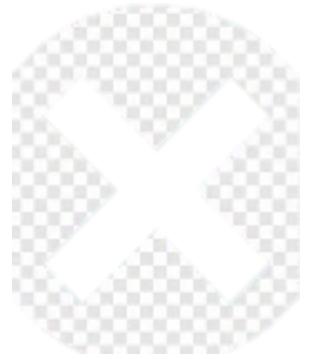


Take preventive actions to minimize risks.

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.