

## Creating Self-Starters

### Introduction

Wouldn't it be great if your team could take initiative, solve problems, and drive projects forward without needing constant supervision? Enter the self-starter. These proactive individuals are every leader's dream, but they don't just appear out of nowhere. With the right environment and encouragement, you can cultivate a team of self-starters who thrive on autonomy and accountability.

### Key Terms

- **Self-Starter:** An individual who takes the initiative to get things done without needing to be prompted or micromanaged.
- **Autonomy:** The freedom to make decisions and take action independently.
- **Empowerment:** Giving employees the authority, resources, and confidence to take charge of their work.

### Scenario

You've noticed that your team often waits for instructions before taking action, resulting in missed opportunities and slower progress. How can you empower them to take the lead?

### Tips for Creating Self-Starters

1. **Set Clear Expectations, Then Step Back:** Give your team the clarity they need, but avoid hovering over their shoulders. Trust them to get the job done.
2. **Encourage Problem-Solving:** When team members come to you with issues, resist the urge to solve them immediately. Instead, ask what solutions they've considered.
3. **Celebrate Initiative:** Recognize and reward team members who show proactive behavior, even if their efforts don't always hit the mark.
4. **Provide the Right Tools and Training:** Self-starters need resources to succeed. Invest in their development by providing access to learning tools, software, and mentorship.
5. **Model the Behavior You Want to See:** Show initiative in your own work. When your team sees you taking charge, they're more likely to follow suit.
6. **Foster a Safe-to-Fail Environment:** Encourage experimentation and reassure your team that mistakes are part of the learning process.
7. **Give Ownership:** Assign projects where team members have full control from start to finish. Ownership breeds accountability.



## **Conclusion**

Cultivating self-starters takes time, but the payoff is a team that's driven, innovative, and less reliant on constant guidance. Empower your people to take charge, and watch them exceed expectations.

For more on empowering self-starters, visit [www.eviestaples.com](http://www.eviestaples.com).