

**CHAPTER 22 DRAFT BLUEPRINT:  
MANAGERS CAN DO**

**Every manager had a manager. Every manager has a manager. There was a time when a manager was not the manager. It is important to reflect on these truths to contemplate one’s own experiences and leadership roles while considering the strategies proposed.**



The three elements Can-do, Can-I-do, and Candid represent key strategies for building trust within the manager-employee relationship, fostering engagement, and supporting individual and collective growth in the workplace. They are intended to cultivate practical and valuable concepts that resonate with promoting effective leadership and employee development.

The intent is for this reflection to move toward actionable insights for both managers and employees, offering strategies for building trust, empowerment, and growth.

**CAN-DO! (EMPOWERING INITIATIVE)**

- Think of a time when you felt motivated and passionate about pursuing an idea or task independently.
- Describe how your manager responded to your initiative. Did they empower you, or did they try to control the situation?
- Reflect on the impact of your manager’s response on your confidence and management in your work.

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Considering the “Can-Do!” strategy, how can you, as a manager, better empower your employees?

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**CAN-I-DO? (OVERCOMING TENTATIVENESS)**

- Recall a time when you were tentative about taking on a new role or responsibility.
- How did your manager handle your concerns and reservations? Did they provide reassurance and context to help you overcome your doubts?
- Reflect on how their approach affected your willingness to embrace new challenges.

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Based on the “Can-I-Do?” strategy, what steps can you take to support employees who are feeling a sense of hesitation?

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**CANDID FEEDBACK (PROMOTING GROWTH)**

- Think of an instance when you received candid feedback from a manager or supervisor.
- Describe how the feedback was delivered. Was it empowering and constructive, or did it feel overly critical?
- Reflect on how this feedback influenced your personal growth and effectiveness.

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In alignment with the “Coach, Candidly” strategy, what actions can you take to provide constructive feedback that encourages growth?

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**SYNTHESIS:**

Consider your current or future role as a leader, manager, or supervisor.

- Identify which of the three strategies (Can-Do! Can-I-Do? or Candid Feedback) resonates most with you as a tool for building trust with your employees.
- Which of these strategies do you struggle with the most? And why do you think that is?
- Explain how you plan to incorporate this strategy into your leadership style, and what specific steps you can take to put it into practice.

List at least three action steps you can commit to that will help you build and foster trust within your manager-employee relationship(s).

Action Step ..... Date .....

Action Step ..... Date .....

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One *Can do* for further self-reflection: Share your strategies and action plan(s) with your team to adapt effectively in the changing work environment. Open a dialogue with your group to exchange insights.

These reflections can help realize and revise our strategies as needed, emphasizing the significance of mutual trust and the role of managers in creating an environment where employees can thrive, fearlessly.