Mechanisms of empowerment and disempowerment

FromTrigon Entwicklungsberatung

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| Empowerment | Disempowerment |
| Mutual recognition    Mutual support    Freedom for own solutions    Good team atmosphere    Trust | Acting powerfully (e.g. standing over)    Search for the guilty party    Emphasis on hierarchy    Exerting pressure    Over-regulation |
| Effects:  Creativity and commitment    Independence    Positive further development | Effects:  Fear and caution    Submission    Abandonment of trial and error  Paralysis of innovation  Doing only what is necessary |