



## **Intentional Empowerment, LLC**

As an Employer, I Commit To:

### **1. Lead with Emotional Accountability**

- I will model humility, self-awareness, and ethical decision-making.
- I will admit mistakes and remain open to being challenged respectfully.

### **2. Provide Clarity and Fair Expectations**

- I will define roles, goals, and priorities with transparency.
- I will not use ambiguity or shifting standards as a management tool.

### **3. Value Every Employee for Their Unique Contributions.**

- I will get to know my team members preferences for successful acknowledgements. .
- I will acknowledge personal circumstances and adapt when feasible.
- I will accommodate flexible work arrangement requests as long as it meets the needs of the business.

### **4. Protect Psychological Safety**

- I will create a space where disagreement is safe, ideas are welcomed, and retaliation is not tolerated.
- I will address toxicity or bias swiftly and fairly.
- I will lead with transparency and provide all important information in a timely fashion.
- I will lead change management endeavors with care and respect.

### **5. Support Growth and Reward Effort**

- I will provide coaching, opportunities, and recognition.
- I will advocate for equitable pay, career advancement, and healthy boundaries.

### **6. Remove Unnecessary Obstacles and Model Trust**

- I will remove roadblocks to my employees success and reduce activity tracking requirements whenever possible.
- I will measure productivity on the basis of deliverables and not time.
- I will assume that my employees are working as expected until shown evidence to the contrary.

### **7. Provide resources**

- I will provide consistent high quality resources for employees to do their job efficiently.



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- I will continuously review and adapt the benefit structure to reflect the unique needs of the workforce.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_