The Low/High Matrix

- **Motivate**
  - Tap into motivators
  - Identify constraints
  - Praise and endorse

- **Delegate**
  - Give additional responsibility
  - Praise and endorse
  - Collaborate on decisions

- **Direct**
  - Teach and train
  - Provide guidance
  - Identify constraints
  - Tap into motivators
  - Praise and endorse

- **Advise**
  - Teach and train
  - Provide guidance
  - Praise and endorse