COMPETENCES

Besoin de Considération

Orienté marge de manœuvre ++

# M3: PARTICIPATIF

Rôle: associer - épauler

- « Nous parlons, Nous décidons »
- · Concerter, collaborer, encourager, participer à l'action. « Comment? »
- Echange des idées et facilite la prise de décision

M4: DELEGATIF

Rôle: responsabiliser – déléguer

- « Nous cadrons, Vous décidez »
- Déléguer, observer, suivre, confier
- Confie les responsabilités des décisions et de leur application

Besoin de Réalisation de Sol

Orienté vers la relation ++

M2: INFORMATIF - PERSUASIF

Rôle: entrainer - mobiliser

- « Nous parlons, Je décide »
- · Convaincre, expliquer, clarifier
- Explique ses décisions, donne l'occasion de les clarifier, mobilise par la relation et le sens.
- Former / coacher

M1: DIRECTIF

Rôle: diriger - structurer

- « Je parle et Je décide »
- · Diriger, guider, indiquer, initier
- · Donne des instructions précises, et supervise étroitement le résultat
- Former

Orienté vers l'action ++

Besoin de Sécurité

Besoin d' Appartenance



Orienté Processus / Cadre ++

MOTIVATION

# <u>Aidemeacutemoire Microeacuteconomie Entreprise</u> <u>Gestion Et Management</u>

**M Planty** 

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