



Give people autonomy, agency and control over their working lives

This guidance aims to help you create a local approach to staff engagement in the context of the wider workforce strategy for your organisation and its overall approach to staff experience.



Where staff have the maximum degree of autonomy in their job roles and work in teams where responsibility is shared between colleagues, staff engagement levels will tend to be higher. This can be influenced by job design and organisational context.

A range of approaches such as Job design/crafting, operational devolution and, in some contexts, self-managed teams have the potential to support this.

Self-managing teams

Take a look at this academic paper on self-managing teams which showed that nurses' job satisfaction was high in self-managing teams due to improved relationships with patients and increased autonomy, for a better idea of approaches.

[The implementation and outcomes of self-managing teams in elderly care: A scoping review.](#)