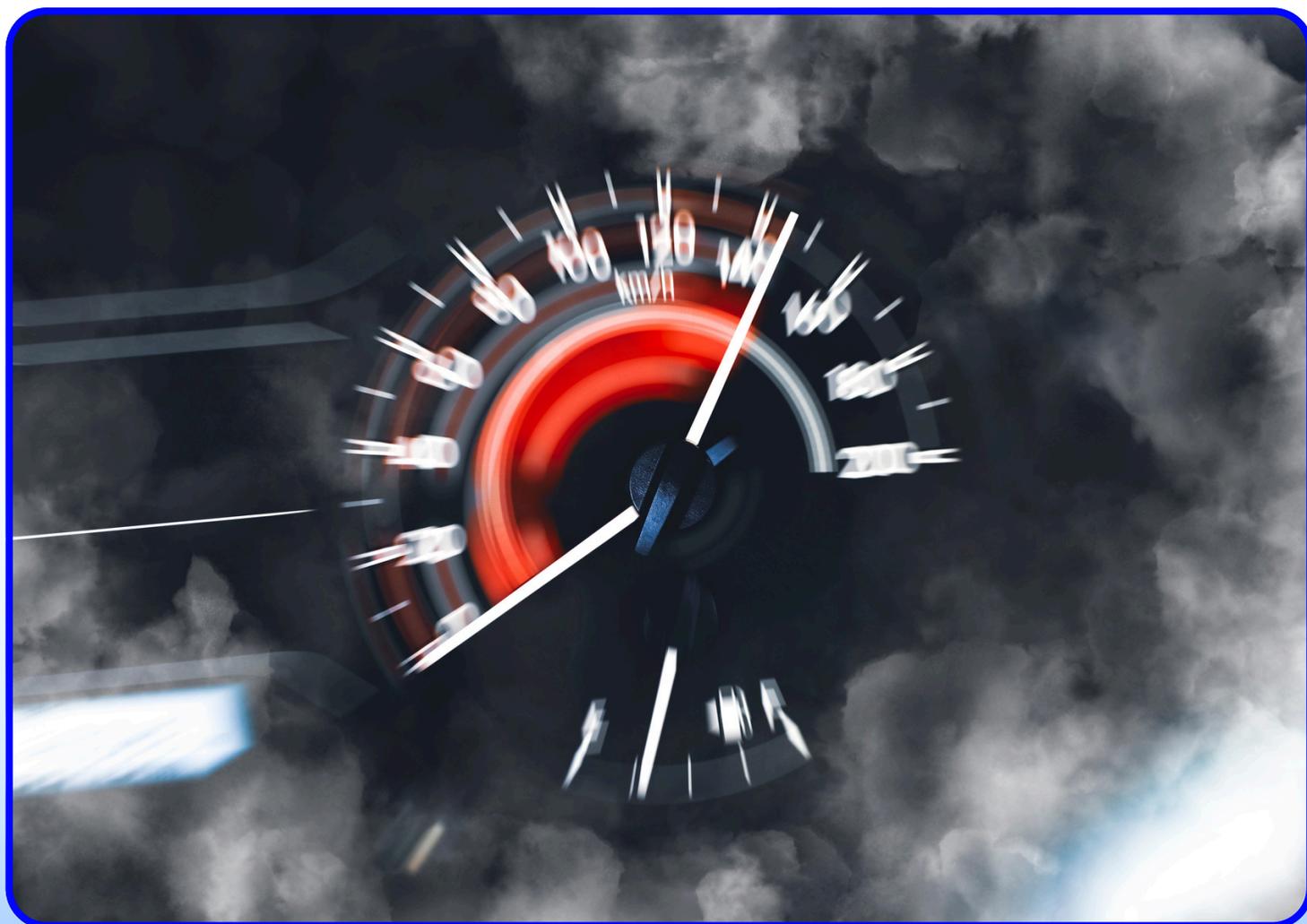


EMPLOYEE OWNERSHIP ACCELERATOR WORKSHEET

How to Build a Team That Thinks, Decides, and Follows Through
Without You



1. EMPLOYEE OWNERSHIP REALITY CHECK

Rate each statement 1–5 (Strongly Disagree → Strongly Agree):

- _____ Team members know what decisions they are allowed to make
- _____ Expectations are documented, not verbal
- _____ Success is defined by outcomes, not effort
- _____ Mistakes are addressed constructively and consistently
- _____ I don't jump in to "rescue" tasks midstream
- _____ Team members bring solutions, not just problems
- _____ Accountability is predictable, not emotional

Score Interpretation:

0–20: Owner-dependent by design

21–30: Ownership potential, weak structure

31–35: Ownership is emerging

36+: Ownership is system-supported



2 WHERE EMPLOYEE OWNERSHIP BREAKS

Identify where breakdowns occur:

- Role clarity gaps _____
- Decision authority confusion _____
- Missing SOPs _____
- Inconsistent feedback _____
- Owner intervention patterns _____

Reflection prompt:

“What am I doing that unintentionally prevents ownership?”



3. EMPLOYEE OWNERSHIP ENGINEERING FRAMEWORK

Pillar 1: Role Scorecards

For each role:

- Core responsibilities _____
- Outcomes they own _____
- Metrics that matter _____

Pillar 2: Decision Ladders

Define:

- Decisions they can make alone _____
- Decisions requiring consultation _____
- Decisions requiring escalation _____

Pillar 3: Accountability Rhythm

- Weekly check-ins _____
- Outcome review _____
- Adjustment, not blame _____



4. BUSINESS OWNER BEHAVIOR RESET

Stop doing:

- Fixing without explaining
- Changing expectations mid-task
- Rewarding urgency over ownership

Start doing:

- Reviewing outcomes, not methods
- Asking “What do you think?” first
- Letting safe mistakes happen



CONCLUSION

Ownership isn't about trust alone. It's about structure.
If you want a team that owns results, we can help you engineer it.

[Schedule a free discovery session with
WOWSuccessTeam](#)

