



When Delegation Isn't Working

Six Conditions for Confident Delegation

When delegation isn't working, it can be tempting to take the work back or decide someone simply can't handle it. Before you do, consider whether these six conditions are in place.

1 KNOW

Do they clearly understand what needs to be done and why?

2 BELIEVE

Do they believe the work matters and that you trust them with it?

3 ABILITY

Do they have the knowledge and skills to do it well?

4 AUTHORITY

Do they know which decisions they can make without coming back to you?

5 SUPPORT

Do they have the resources and access to help they need?

6 ACCOUNTABILITY

Is it clear what success looks like and when you'll check back in?

TWO QUESTIONS WORTH ASKING

Where are we strongest? • Where do things tend to break down?

Delegation is more than assigning work.

It's about creating the conditions where other people can succeed.