Is Crappy Delegation Preventing Your Team's Greatness?

Rate your delegation style for the past 6 months.

A = Always   **F**=Frequently   **S**=Sometimes   **R**=Rarely   **N**=Never

When I delegate something, I make sure that person has everything they need to successfully complete the task to agreed-upon standards.	I am open about acknowledging that there are usually multiple ways of completing a task successfully.	I respect others' opinions, including when they differ from my own.
A F S R N	A F S R N	A F S R N
I have confidence that my team members will do a good job without constant supervision or intervention.	I consistently match tasks and projects with the right person on the team based on professional factors and not personal preference.	My team functions well together and is able to solve minor challenges and petty behavioral issues without involving me.
A F S R N	A F S R N	A F S R N
I have a track record of hiring the right people for the right roles.	When people join the team, they are pleasantly surprised by the clarity of information and the quality of our onboarding experience.	My team members have internalized our mission and values, and these are evident in their decision-making..
A F S R N	A F S R N	A F S R N
I minimize small mistakes people make at work and focus on more important matters.	I consider failures and mistakes well-learned lessons that allow more success by "failing forward."	People feel they can come to me with questions or concerns without negative repercussions, & don't hide things from me that affect our work.
A F S R N	A F S R N	A F S R N

Mostly A & F	Keep up the good work! Stay the course to continuously raise the bar and develop more leaders.
Few A, some F and mostly S	Better than many, but don't stop there. Complacency is the devil! If you want great performance without being involved as often, keep honing your delegation style.
A total mix	You may think it depends on the situation or person, but you will want to work on more consistency in your style for less stress and greater performance.
Lots of R, some S and N	Yikes! You are cruisin' for a bruisin' and your good team members probably won't stay long.

Want some help letting go, and empowering your team to do great work? Let's talk!