

# The Delegation Diagnostic

*“Are you empowering - or just offloading?”*

**Delegation isn't just about handing off work.  
It's about handing over ownership.**

**Use this quick check to see whether you're creating clarity and growth - or chaos and resentment.**

## Clarity of Purpose



Ask yourself:

- *Have I explained why this work matters - not just what needs to be done?*
- *Does the person understand the desired outcome, not just the activity?*
- *Have I checked for understanding, or just assumed it?*

**If most answers are “no,” you're assigning, not delegating.**

## Authority & Autonomy



Ask yourself:

- *Have I defined which decisions they can make independently?*
- *Do they know when to consult me - and when not to?*
- *Do I step in too early when they struggle?*

**Delegation without authority is micromanagement with extra steps.**

## Support & Resources



Ask yourself:

- *Have I ensured they have the tools, context, and access to succeed?*
- *Am I available for guidance, not just direction?*
- *Do we celebrate progress, or only perfect outcomes?*

**Support ≠ control. Coaching replaces correction.**

## Growth & Reflection



Ask yourself:

- *Do I delegate to develop others - or just to free my own time?*
- *Do I debrief after completion to capture learnings?*
- *After, does this person end up more capable than before?*

**Real delegation builds skill, not just capacity.**

**Delegation done right multiplies your impact.**

**This week, choose one task - and use these questions to do it right.**