



The Delegation Mindset Check

Why Smart Leaders Still Struggle to Delegate



Delegation isn't just about getting work off your plate. It's about building capability, growing your people and creating a stronger, more resilient team.

Great leaders don't DO everything
They develop people,
for better results.

Which of these sound familiar?

Tick the ones you relate to:

- ☐  It's quicker if I do it myself.
- ☐  I know how it should be done.
- ☐  I don't want to burden my team.
- ☐  Nobody else can do it as well.
- ☐  I don't have time to explain.
- ☐  I delegated before and it went wrong.
- ☐  I'm responsible if it fails.
- ☐  I don't want to lose control.



If you ticked several of these...

You're not alone.
Most delegation challenges aren't skill issues.
They're mindset issues.



The good news?
Mindsets can be changed.
And when they do, delegation becomes a leadership superpower!

The Delegation Reframes

LIMITING BELIEF

LEADERSHIP REFRAME



It's quicker if I do it myself.



It might be quicker today, but it creates tomorrow's bottlenecks.



Nobody can do it as well as me.



My job is to develop people who can do it well.



I don't want to overload people.



What if they see it as an opportunity, not a burden.



I need to stay in control.



Effective delegation provides visibility without dependency.



It's gone wrong before



The answer isn't less delegation, it's *better* delegation

Why It Matters



Frees up your time for high-value leadership.



Develops skills and confidence in your team.



Reduces key person risk and supports succession.



Builds trust and empowers your people.



Creates a stronger, more capable team.

Reflection Questions



What work am I still holding onto that no longer needs me?



What capability am I preventing my team from developing?



Where am I creating key person risk - in myself or others?



Where am I creating an unnecessary bottleneck?



Delegation is a leadership strategy, not a last-minute solution.

When you shift your mindset, you don't just get more done - you build a team that can do more.

Want to strengthen your leadership impact, delegation mindset and skills?

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