



Barriers to Delegation

Lack of Motivation	Yes	No	Unsure
Does your manager resist change finding it easier to remain comfortable, making the same decisions they have always made?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does your manager like to be in total control?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does your manager believe that "if you want it done right, you have to do it yourself"?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does your manager not trust or lack confidence in others?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is your manager fearful of being seen as lazy?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is your manager reluctant to take risks?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is your manager scared competition from people delegating the work to - "They might do it too well"?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is your manager reluctant to lose any of their power and stature?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of Skills or Knowledge – Does your manager	Yes	No	Unsure
Struggle to provide context i.e. be clear about what is required, and why it is important?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose the wrong tasks to delegate?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose the wrong person to delegate tasks to – i.e. they don't have the necessary skills, information, authority or capability to carry out the delegated tasks?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fail to delegate authority and responsibility?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provide inadequate direction when delegating?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fail to provide support and encouragement to take on additional responsibility?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fail to monitor progress?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>