



Why You Won't Delegate

There are many lies or half-truths; excuses we make to ourselves and others that stop us from delegating and keep us feeling overwhelmed.....but, if we're honest, can also keep us **SAFE** from having to take on new, more scary, challenging or potentially risky tasks where we may no longer be the expert or the fount of all knowledge. So rejection and fear of failure keep us doing tasks that really should be done by somebody else.

So, time for some honesty, here!

Let's look at what might REALLY be going on.

Belief Number One

'It's quicker to do it myself' – possibly. And if it's a one-off task it may well be quicker to do it yourself. But could it be that you don't allow yourself enough time for planning and thinking; rush from one deadline to another and work at the speed of light?

The benefit in all of this is that you get through masses of work. The downside is you may not be giving others the development opportunities they crave.

First Step

Think of one task you could delegate. Start with something small. Then go back to my last article ['Delegation – 5 Key Questions – And More!'](#) and work through the ten steps.

Belief Number Two

'He's already too busy' – maybe that's true. Or maybe you have a strong need to be liked which means you keep doing things that really should be done by somebody else.

First Step

Sit down with him and ask this question. 'I would like to look at both our workloads as there is something I would like you to start taking on – let's look at how we can make it work.'

Belief Number Three

'He doesn't have the experience/skills/ knowledge'. So how can he get them?

First Step

Is it a training course? Coaching or Mentoring? Buddying up with somebody? Find the solution! Now, if he is not competent then that is a different issue. Why are you allowing incompetence in your team? (Fear of conflict? Strong need to be liked? Don't quite know how to tackle it?)

Belief Number Four

‘She can’t do it as well as I will’ – so you’re a perfectionist and/or a control freak?

Aim for excellence, not perfection. And sometimes ‘good enough’ is just fine.

If you know you’re a perfectionist at heart, read Brene Brown’s superb book [The Gifts of Imperfection](#).