RESILIENCE · LEARN AND IMPROVE

Decision Delegation Lab

Grow your team's judgement by handing down the decisions you're still holding.

Your name _____

Date _____

1 · THE GRIP-LADDER — WHERE DOES EACH DECISION HONESTLY SIT TODAY?

list the decisions that come to you in a normal month, and write each one on the rung where it actually sits — not where you'd like it to sit

1 I decide alone — *most grip*

2 I decide, with their input

3 They decide, I confirm

4 They decide — *most growth*

You're not aiming for rung 4 on everything — just one honest rung down, on a decision that matters.

2 · MOVE TWO OR THREE DOWN A RUNG

choose decisions with real consequences — if it has none, it won't grow judgement

The decision (specific, not a category)	**Who owns it now** (a name)	**Guardrails — they decide freely within… / must escalate if…**	**Review on**
1			
2			
3			

3 · THE TEST — BEFORE YOU CLOSE THIS SHEET

For each transfer: could you overrule this decision *without* breaking the guardrails you agreed?

☐ **NO — the guardrails hold**
The decision genuinely changed hands. This is a real transfer.

☐ **YES — you kept a veto**
You delegated the work, not the decision. Widen the guardrails, or accept an outcome you didn't choose.

The review coaches — it never reclaims. If only your answer is acceptable, you haven't transferred the decision.

Your team stops growing at the ceiling of the decisions you keep.

Hand down real decisions · name a person, never "the team" · guardrails, not a hidden veto · the output is a more capable team, not a lighter in-tray.

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