

**JUST  
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WITH MARK Q



# SHOW NOTES

## EPISODE 46: Give The Work Away! How To Delegate (Part 2)

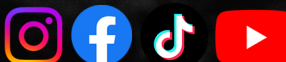
Maybe you've heard it said, if you want to go FAST, go ALONE. But if you want to go FAR, you've gotta take someone WITH you. So it is with delegation. You've got to GIVE THE WORK AWAY so that you can DO what only you can do. But what should you be looking for & who can you trust to delegate to? In Part 2 of a 2-Part episode, we explore the characteristics of who you can trust to delegate & how to do it!

Here's the first 3 points from Part 1 of this episode! Check out the full episode on [Apple Podcasts](#) & [Spotify](#).

- 1. Look to your sphere of influence.** Who do you know that can take this on? Usually they're already in your orbit. If not, EXPAND your network & be relational. Good help isn't hard to find, it's hard to SPOT!
- 2. Do they have shared values?** They may arrive at the same goal a different way, but that have to share the same core values. Make sure there's alignment on the most important things.
- 3. Can they serve on a team?** To go where you need to go, you need healthy teammates. Solo stars might get you to some places, but they won't keep you there. You need team players who will go above and beyond the limits of a job description to help the team win & succeed.

### END OF PART 1

- 4. Are they trusted among people with a good reputation?** The most important things said about you are often when you're not in the room. It's not just a reputation about their work performance, but about their character and fortitude as a **PERSON**. Reputation is often built on our reactions — how we react under pressure or in a tough situation. These situations tell a story about ourselves.
- 5. Are they properly trained, equipped, empowered, & released to do the job?** If a job isn't done well, it's often not a capacity issue, but a training issue. The best organizations like Chick-Fil-A know this to be true. They're always looking for how to improve their training & releasing processes. Helping people reach their full potential is part of the joy of delegating leadership. It's not just about off-loading tasks, it's developing PEOPLE!
- 6. Are they competent and intelligent?** Bottom line, people have to know what they're doing. You can't delegate to someone if they can't do the job, period! The hard work of leadership is identifying what competencies you need in your organization, because they're all different! When a team is rallied around core values & they know what they're doing, anything is possible.
- 7. Are they responsible?** Follow through is everything! Can someone carry the weight of the task and



responsibility that comes with the position you're raising them to? When it comes down to the 4th quarter, can they run the ball in from the 1 yard line? Can they get it done?!

Again, when you delegate well you are able to focus on what **ONLY YOU CAN DO!** And that brings your life and organization to a whole new level.

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