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Delegation Mindset Inventory

This report highlights your delegation mindset based on three key barriers. Each barrier is rated as High, Medium, or Low, with reflection questions to help you improve delegation and leadership effectiveness.

Expectation Barrier

This barrier arises when assumptions—either from others or yourself—about what is expected of you make it difficult to delegate tasks, leading to unnecessary workload and stress.



Level
HIGH

Reflection Questions:

- What unspoken expectations do you feel from your manager, team, or clients?
- How can you clarify these expectations to create more space for delegation?

Perfection Barrier

This barrier stems from the belief that work must meet a high personal standard, often resulting in reluctance to delegate because of concerns about quality, speed, or team capability.



Level
MODERATE

Reflection Questions:

- Are there certain types of tasks you find easier to delegate? Why?
- How can you provide guidance without micromanaging?

Identity Barrier

This barrier occurs when your sense of responsibility, control, or self-worth is tied to being deeply involved in every task, making it hard to step back and allow others to take ownership.



Level
LOW

Reflection Questions:

- What has helped you develop trust in your team's ability to take ownership?
- How do you ensure your involvement is at the right level without over-managing?