

ARE EACH OF YOUR PEOPLE IN THE RIGHT SEAT?

If they are not, you will be frustrated, they will be frustrated, and, as a result, you will never be able to completely Delegate and Elevate®. You will always be forced to do their work and will not be able to let go of the vine.

In order for someone to be in the right seat, to step up and ultimately fill the opening you have created, they must get it, want it, and have the capacity to do the job. If any one of the three is a “no,” it is never going to happen... 99.9 percent of the time.

FUNCTION NAME
● _____
● _____
● _____
● _____
● _____

DO THEY:

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GET IT?

- Do all of the neurons in their brain connect when you explain and they do the job?
- Do they get all of the ins and outs of the position?
- Not everyone gets it, and it's not a bad thing. They just need to be in a different seat.

WANT IT?

- Do they genuinely want to do the job?
- Do they get up every morning wanting to do it?
- You can't pay, motivate, force, or beg them to want it. They have to want it on their own.
- Sometimes people get it and have the capacity but just don't want it anymore.

CAPACITY?

- Do they have the mental, physical, spiritual, time, knowledge, and emotional capacity to do the job?
- Sometimes this one is negotiable. While not getting it or wanting it are deal-killers, a problem of capacity can be solved, although rarely. If you believe the person can gain the capacity and you are willing to invest the time, resources, and energy for them to do so, do it. It is just that most growing organizations don't have the luxury of waiting one to three years for someone to gain the capacity and need the seat filled completely now.