

## One Minute Skill Building Series

### Center for Student Involvement Resource Center

#### Why Delegation Fails

- ☞ Lack of agreement by group leaders and members on the specifics of delegation; lack of standards and guidelines
- ☞ Lack of training to do the task required
- ☞ Lack of understanding of organizational objectives.
- ☞ No real confidence by group leaders in members.
- ☞ Lack of confidence by group leaders in themselves; unwillingness to take risks
- ☞ Fear that members will prove better than their group leader
- ☞ Fear of punitive action by group leaders
- ☞ Failure at all levels to understand the advantages of successful delegation
- ☞ A liking by group leaders for doing a particular job themselves
- ☞ A belief that they are delegating
- ☞ A desire for 'nothing short of perfection'
- ☞ A belief that things are going well enough as they are

Adapted from Suffolk County Community College

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#### The Best Group Leaders Have...

- ☞ Effective Listening Skills: the ability to tune in to the feelings and attitudes underlying the content of words spoken
- ☞ Responding Skills: the ability to make appropriate responses to what has been said so that discussions can continue in a meaningful way
- ☞ Knowledge and Intelligence: the ability to be creative, resourceful, and relevant, in order to tie together factual knowledge, personal experience, values, and beliefs with the group discussion
- ☞ Commitment and Ethical Standards: the ability to put the group goals and welfare of the members above personal gain
- ☞ Group Leadership Skills: the ability to understand group dynamics and behavior and to apply this knowledge in a practical sense
- ☞ Genuineness: the ability to be yourself, to be authentic, real, self-congruent, and truthful
- ☞ Empathy: the ability to perceive and understand another person's feelings from his or her point of view rather than yours
- ☞ Acceptance: the ability to convey a feeling of trust, respect and non-possessive caring

An additional characteristic will be mentioned separately because it is so often overlooked or downplayed. This is the ability to be a **good role model**. It involves an awareness of the impact of modeling on the student. Students learn much by adopting some of the behaviors and attitudes they perceive their peers and/or "leaders" as possessing. Always be aware of this. For example, if you promote the responsible use of alcohol, but visibly abuse alcohol yourself, you lose your credibility very quickly. The resultant double message is a roadblock to the effective facilitation of the group.

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