Level Up GUIDE

THE 10-80-10 DELI SANDWICH w/JOHN BARRETT

SESSION SUMMARY:

In this video, John Barrett introduces the concept of the 10-80-10 Deli Sandwich as a framework for effective delegation. He emphasizes that delegation is not just about offloading tasks to free up one's own time but rather about developing team members and giving them opportunities to grow. The 10-80-10 model suggests spending 10% of the time setting clear expectations, allowing the team to work autonomously on the task for 80% of the time, and then re-engaging in the final 10% to review and provide feedback. Barrett warns against the pitfalls of over-involvement or under-involvement in the delegation process, which can stifle development and lead to frustration.

GROUP QUESTIONS:

1. What are some challenges you've faced when delegating tasks to others?

2. How can setting clear expectations upfront (the first 10%) change the outcome of a delegated task?

3. Can you share an experience where either too much or too little involvement in a task affected its completion?

4. How does the 10-80-10 model reflect the opportunity for growth?

5. In what ways can we ensure that the middle 80% provides a genuine opportunity for growth and learning?

6. How can we provide constructive feedback in the final 10% without undermining the work done?

7. What are some indicators that delegation is being done out of design rather than desperation?

8. How can we apply the 10-80-10 model to other areas of our lives beyond work?

APPLICATION:

This week, identify a task you can delegate using the 10-80-10 model. Be intentional about setting clear expectations, allowing autonomy, and providing constructive feedback. Reflect on how this approach affects both the outcome of the task and the development of the team member involved.