

## **Personal Investment Audit**

**Part 1: Investment Analysis** For each high-performer you manage, identify:

What you have personally invested in their development (your direct time, one-on-one coaching, mentoring conversations)

- What hands-on guidance you have provided versus what you delegated to others
- How many hours you have spent directly developing their skills versus sending them to external training
- What return you're currently getting from your personal investment

### **Delegation vs. Development Check:**

- List the last three development opportunities you personally provided vs. trainings you sent them to
- When was the last time you spent uninterrupted time coaching this person?
- Can you document specific skills you helped them build through direct mentorship?

**Part 2: Protection Strategy Audit** Examine your current "protection strategies":

- What methods do you use to "preserve team stability"?
- How do you "ensure continuity" when advancement opportunities arise?
- What "risk mitigation" steps do you take regarding team changes?

This forces them to confront whether they're actually invested in developing these people or just managing them. If they can't point to personal investment, then their "protection" is really just convenience.