



EPISODE 18: 5 SECRETS OF SUPERIOR DECISION-MAKERS

EPISODE NOTES

Thank you for joining the *Craig Groeschel Leadership Podcast*! The small decisions we make every day have a bigger impact on our success than a few big ones. In today's episode, let's take a look at some of the ways we can all improve in our decision-making.

*"The decisions we make **today** determine the stories we tell **tomorrow.**"* – @craiggroeschel [tweet this quote](#)

Our generation has a growing problem with indecision. Here are a few of the reasons why.

- **Too many options.** It's easy to decide between four or five things—you can weigh them against each other easily. When you have thousands of options, it's increasingly difficult to make a choice.
- **The illusion of perfection.** While we see every bump, scrape, and bruise in our own lives, we often only see the highlights of everyone else's. We're afraid of making imperfect decisions.
- **Haven't developed the skill.** Many people just haven't needed to practice decision-making.

Like many other things, we can get better at decision-making by practicing. Here are five secrets of superior decision-makers:

1. **Avoid either/or scenarios.** As often as you can, expand your options.
2. **Avoid decision fatigue like the plague.** Delegate as many decisions as you can. Not only does this help you avoid making too many decisions, it empowers your whole organization to lead.

*"Make **only** the decisions you can make, and delegate the rest."* – @craiggroeschel [tweet this quote](#)

3. **Become your own personal advisor.** Ask yourself, "What would I tell myself in this situation?" Remove your own emotions from the situation when you are too close to a decision. Ask these questions of yourself: "What would a great leader do?" and "What would my successor do?"

4. **Decide when you are going to decide.** Make two separate lists: a **"to-do" list**, and a **"to-decide" list**. Bulk your decisions together. For example, I make as many of my decisions as I can on Thursday. Remind yourself of the cost of not making a decision.

"Procrastination is the number one enemy of progress." – @craiggroeschel [tweet this quote](#)

5. **Listen for spiritual direction.** I'm a Christian pastor, so I believe there is definitely a spiritual side to leadership. Proverbs 16:9 NLT says this: *We can make our plans, but the Lord determines our steps.* I keep a list of every time I feel prompted by the Holy Spirit to make a decision.

Remember, if you don't want to develop leaders, make all the decisions. If you want your organization to reflect your weaknesses, make all the decisions. But if you want your organization to thrive, delegate as many decisions as you can, and when you do make decisions, make wise ones.

Next month, we'll talk about a very important topic: recruiting and hiring to your team. The potential of your organization rests on the strength of its people. If you want to be great at something as a leader, learn to identify, develop, and empower the right people!

Remember, you don't have to know it all to be a great leader! Be yourself. People would rather follow a leader who is always real than one who is always right.

DISCUSSION QUESTIONS

Here's an exercise you can do to grow as a leader. Ask your team these questions:

1. If you are trying to make an either/or decision—what third (or fourth) option can you add to the mix?
2. What three decisions are you currently making that you can delegate to someone else?

LISTENER QUESTIONS

How do you encourage creativity in your organization? – Jimmy

This is an excellent question. An innovative culture rarely happens by accident. Let me give you three quick thoughts on how to encourage creativity.

1. **Embrace your limitations.** Most people think you need "more" to be creative, but limitations breed innovation.
2. **Allow for failure.** Most of the things you try will not work. Not only is that okay—it's good! If you aren't failing now and then, you're playing it too safe.
3. **Decide you can do something about the problem.** You can make progress or you can make excuses, but you cannot make both! Every problem is an opportunity. If you need a change of perspective, try a change of scenery.

I just finished reading E-Myth Revisited on your recommendation. Wondering how you have a highly orchestrated culture that's also empowering. What is the line between excellent orchestration and systems and micromanagement? I want to avoid being a micromanager but I want to make sure the systems are orchestrated well. – Chris

It's good to know exactly where that line is, and to know that, over time, that line must move. You need to be able to find the balance between flexibility and control. Our balance looks a little like this:

- When we are **too strong** on systems and controls, our **leaders behave more like managers**.
- When we are **too light** on systems, we **drift from culture and lose efficiency and effectiveness**.

We want to have systems that eliminate problems and elevate efficiency but not so many that we slow the process, duplicate efforts, and stifle leaders. Evaluate the effectiveness of your line often, because it changes over time and it changes for different people in the organization. For example, someone who's been on your team for seven years may have a line in a different place than someone who's been with the company for three months.

Have a question for Craig? Email him at leadership@life.church.

EPISODE RESOURCES

Leave a review: www.go2.lc/leadershippodcastitunes

Catalyst One Day: www.catalystconference.com/oneday

Watch Life.Church messages: www.life.church/watch

More from Craig: www.craiggroeschelbooks.com

Craig Groeschel, [*Divine Direction: 7 Decisions That Will Change Your Life*](#)

Free church resources & tools: www.life.church/churches

Michael E. Gerber, [*The E-Myth Revisited: Why Most Small Businesses Don't Work and What to Do About It*](#)

CONNECT WITH CRAIG

Ask questions: leadership@life.church

Facebook: www.facebook.com/craiggroeschel

Twitter: [@craiggroeschel](https://twitter.com/craiggroeschel)

Instagram: [@craiggroeschel](https://www.instagram.com/craiggroeschel)

Snapchat: [@craiggroeschel](https://www.snapchat.com/add/craiggroeschel)

Periscope: [@craiggroeschel](https://www.periscope.tv/craiggroeschel)