



85 - 10 - 5 Rule

Define the roles of responsibility & authority for the people you manage within the **85 - 10 - 5 Rule**:

1. Allow the person to perform **85%** of their tasks/decisions without the need to review the decision in advance or report back on what done.
2. **10%** of the tasks/decisions can be made, but report back as to what is happening.
3. **5%** of the tasks/decisions must be reviewed and/or approved prior to any action.