

ACCOUNTABILITY THRESHOLDS

Set the Line That Lets Your Team Decide Without You

Work routes back to you because nobody set the limit. Thresholds define exactly how far each person can go before they need you, so the default stops being "ask the founder."

WHY THIS MATTERS

Every decision that lands on your desk is a missing threshold. When the team does not know their limit, the safe move is always to ask you, and you become the bottleneck by default. Thresholds are how authority actually gets installed: not granted in a meeting and forgotten, but written down as a clear line each person can act inside.

SETUP

Field	Your answer
Role / Person	
Prepared By	
Date	



1. SPENDING THRESHOLDS · PUT A DOLLAR LINE ON EVERY CATEGORY

Spending category	Can approve up to	Must escalate above	Escalate to
<i>Vendor / Purchase Orders</i>	\$5,000	\$5,000	<i>Operations Lead</i>

2. DECISION THRESHOLDS · SORT EACH RECURRING DECISION GREEN / YELLOW / RED

Decision type	Green: decide alone	Yellow: decide, then inform me	Red: escalate to me first
<i>Hiring</i>	<i>Backfill an approved role</i>	<i>Add a role within budget</i>	<i>New headcount over plan</i>



THE PART MOST FOUNDERS SKIP

Thresholds fail the first time you override one. The moment someone makes a call inside their green zone and you reverse it, you have taught the whole team that the real threshold is your mood, so they go back to asking. Holding the line, even when you would have decided differently, is the entire point. The cost of a few imperfect calls is far lower than the cost of being the bottleneck on all of them.

3. INSTALL THE FIRST THRESHOLDS

The decision I get pulled into most that should have a threshold

The first green-zone limit I will set this week

The one override I need to stop making

NEXT Pick the decision that interrupts you most and write its green / yellow / red line this week.

Want help installing decision authority across your team? Scan the code or visit freedomsystems.biz to book a 30-minute diagnostic.

