

Micromanagement

The definitions for micromanagement usually center around excessive control or attention to details but one thing is certain, when a person describes their boss as a micromanager, it is not a compliment.

What are some signs that you might be a micromanager?

- You look at your staff as subordinates not as team members.
- You are constantly disappointed in your team's productivity.
- You believe you are more skilled and capable than the people that work for you.
- You are always swamped with work because you are unable to delegate.
- When assigning tasks, you tell people not just what to do but how to do it as well.
- You struggle with trusting your staff.
- You inspect your employees' work at multiple stages in the process, causing project delays and last minute rushes.
- You frequently have to assert your authority by telling people, "I'm in charge", "I'm the boss" or "I make the decisions."
- Your staff avoids you.
- People on your staff tell you or others that you're overly critical, that you are a micromanager or even perhaps have called you a bully.

Do you recognize some situations you can identify with? It is never too late; there are ways you can adjust your behavior and become a leader who inspires others and not be the dreaded micromanager who causes people to hide when they see you coming.

Tips to Stop Micromanaging

1. **Be aware of your behavior.** If people are complaining about you, consider that they might be right. What can you do to correct your behavior? If it feels like you constantly have to deal with employee performance issues, consider that it might not be your employees, it might be you.
2. **Openly communicate to avoid misunderstandings.** Sometimes we sit at our desks and fire out emails using words that we probably wouldn't say if we were actually interacting with people face to face. Get out of your chair and talk to people and more importantly, listen.
3. **Build relationships with your team members.** Invest in their success not in their failure. Relationships build trust. High trust in an organization can lead to high productivity.
4. **Delegate.** Not just delegate, but delegate well. It will only make your job easier and allow people to grow and learn new skills.

Not only does no one like to work for a micro-manager but having a micromanager can have a negative impact on productivity by creating low trust and motivation in the workplace. This can lead to low morale which ends up trickling into higher turnover. If you want to build a successful team, empower them, support them and let them grow. All will benefit from the outcome.