

LEADERshop

BY SUMMER DAVIES



ARE YOU A
MICROMANAGER?

HEY THERE!

Many well intended leaders share one common fear: No one wants to be the dreaded "micromanager".

Zero sane people go into work everyday thinking:

"I REALLY HOPE I GET TO MICROMANAGE MY PEOPLE TODAY!"

Yet- we all know there are a ton of micromanagers out there.

ARE YOU ONE OF THEM??

GET CLEAR:

Let's start by grounding our thinking in what exactly Micromanagement is, and most importantly, what it is to you:

Micromanagement:

"Manage[ment] especially with excessive control or attention on details"

Often, this excessive obsession with the most minute of details causes a direct management failure in the ability to focus on the major details.

Formal definitions like the one above are great, but how do you describe a "Micro Manager"?

What does it feel like to be micro managed?

Why do you think this approach detrimental?

Where have you see this approach cause damage?

TIME TO ASSESS

"I AM ABLE TO CONTROL ONLY THAT WHICH I AM AWARE OF. THAT WHICH I AM UNAWARE OF CONTROLS ME."

-JOHN WHITMORE

On the next page is a brief self assessment is intended to give you a quick glimpse of how you show up as a manager. Are you a micromanager, or not?

As you work through the assessment try to answer as honestly as you can. Go with your first reaction- try not to overthink it. The goal is to answer truthfully, rather than try to find the answer you think you "should" give.

This is simply information to increase your self awareness.

No one else will see your results, but they do see your behavior everyday. Use this as a chance to take a deep look at how you show up, and if you may be managing in a way that you would like to shift.

Circle the answer on each row that feels them most like you.

When delegating tasks you tend to:

Simply explain the task and leave it to your team member to define how they will do the work.

Carefully consider the person, and the task, and adjust your approach accordingly.

Give very clear, detailed directions, no matter who you are delegating the work to.

Consider the task carefully, and worry less about individual capability- your team is great at figuring things out.

Think carefully about each task, and your teams capability (can they do this task) before assigning the work.

Think carefully about the task, and worry less about capability. You will tell them how to do this task, this way if they don't know they will learn.

Not spend a lot of time thinking about if folks want to do the work, they will find their own motivations.

Invest time considering individual motivations, and work to individualize your approach.

Not spend a lot of time thinking about if folks want to do the work, the paycheck is sufficient motivation.

When someone from your team comes to you with an unexpected question, you:

Prefer to support them by giving by reminding them that you have their back, and believe they can sort the issue using their skills.

Usually stat by asking questions, to see what they know or assess what they are thinking.

Usually feel compelled to answer their question/ fix the problem for them right away.

When reviewing your team members work, you:

Prefer to have the high-level view all the way, you have no interest in getting sucked into the weeds.

Sometimes need to get into the weeds, but sometimes the high-level is ok. Depends on the person, and the task.

You need to know most, if not all of the details. Thats your job!

When it comes to how tasks should get done, you:

Expect your team to know how to do most things, that's their job.

You like to collaborate and define with your team the best way to do things.

There is one best way to do most things, and it is your way. You are the most knowledgeable person on your team.

YOUR RESULTS

If most of your answers were in the left column you are likely not a micromanager, but rather the opposite.

You may be overusing an "abstaining" style of leadership. Read on to the next pages to learn more about what this is, when it is the right approach and when it might cause some harm.

If most of your answers were in the middle column you are likely balancing opportunities to be directive and to be more hands off- nice work.

Curious about leadership styles?

Read on to the next pages to learn more about what they are and how you can be even more intentional when working with your team.

If most of your answers were in the right column you may be over directing your team, or micromanaging.

Micromanaging is essentially an over use of directive leadership.

Read on to the next pages to learn more about what this means, when it is the right approach and when it might cause some harm.

What now?

If you assessed as a micromanager, an abstaining manager, or something in the middle the important take away is that your leadership style should flex with the person you are leading, and the task they are doing.

Leadership is a journey, you get to decide how your journey goes.

WHAT'S NEXT?

- Want to know more about how to connect your leadership to your personal purpose, and be intentional when leading your people?
- Want to take ownership of your leadership journey?
- Wish your skills in prioritizing, delegating, flexing your leadership approach, delivering feedback and engaging your team were stronger?
- Want to be a leader everyone can't wait to follow?
- Want to LOVE leading everyday?

Check out the
Elevated Leadership program

and

Book some time to chat

