

Micro-Managing is Never a Good Thing Causes and Cures

by George Scott

Micromanagement is a sign of pending doom for a business owner – unless the owner takes immediate action to change the leadership approach.

Reasons:

Often, a person who has been promoted into a management position for the first time is likely to micromanage – due to the lack of experience with the art of productive delegation.

Another possibility is the onset of The Peter Principle – “*a person rises to the level of their incompetence.*”

Ironically, a manager’s insecurities can lead to the implementation of the suppressive need for control.

Ron Ashkenas, in his *Harvard Business Review* article *Why People Micromanage* states, “Many managers are promoted based on their ability to achieve operation goals ... However, at higher levels they need to “learn how to be more strategic.”

Jo Banks, in her article on LinkedIn, indicates five common reasons for micromanaging are: “1) fear of failure, 2) need for control, 3) perfectionism, 4) lack of trust, and 5) insecurity.”

Any of those reasons, or any combination of those reasons, can cause a business owner to work much, much harder than needed. Comparatively, it’s like driving a motor vehicle with the emergency brake on.

Traits of a Micromanager

- Hesitates to delegate
- Often dissatisfied with outcomes
- High employee turnover
- “Corrects” employee’s work after completed
- Dislikes decisions made by other team members
- Overall, is actually quite insecure
- Builds resentment with all co-workers
- Has fear of failure
- Is a perfectionist
- Demands too much too soon
- Crushes creativity
- Frequent business emergencies arise
- Fails to see “the bigger picture”
- Has the Impostor Syndrome
- Unimportant details focus
- Tracks everything

Impact:

The constant reminder that team members can’t be trusted to do the job right, resentment increases rapidly, which, in turn, leads to lower productivity.

Ultimately, the mismanagement squeeze forces good employees out the door – which is quite costly on a short-term and long-term basis.

Persistent micromanagement will cause employee morale to drop to new lows which further suppresses creativity and innovation.

Remedies

The easiest way to get from under the thumb of a micromanager is to find another job with another employer.

If you feel that you may be micromanaging, or if you know someone who is clearly micromanaging (for example, your boss), the following tips could be helpful to overcoming micromanagement tendencies.

Ask peers. Chances are, you know at least three colleagues whose opinion you value and will provide helpful and straightforward feedback.

Get help. Outside guidance from an executive coach can be invaluable – especially with holding you accountable for your transitional progress.

Read and apply. Many books on proper leadership techniques exist. Recommended authors include Maxwell, Blanchard, Covey, and Sinek. Once you have read their books, then apply what you have learned.

Take leadership classes. There is an abundance of leadership classes online and with nearby organizations and many community colleges.

NOT being a micromanager benefits everyone! Good luck!

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