Today I would like us to reflect on Micromanaging teams.

Micromanaging a team is detrimental for several reasons but it is an area where I have regular discussions with team leaders due to it being a common issue.

1. **Reduced autonomy:** It limits our employees' ability to make decisions and take initiative, stifling creativity and problem-solving skills.
2. **Lower morale:** Constant oversight can make our team members feel untrusted and undervalued, leading to decreased job satisfaction.
3. **Decreased productivity:** Frequent check-ins and excessive control can disrupt workflow and waste time that could be spent on actual tasks.
4. **Stunted growth:** Our team members will not develop crucial skills or confidence if they're not given the opportunity to work independently.
5. **Increased stress:** Both us and our team members often experience higher stress levels due to the intense scrutiny and pressure.
6. **Lack of trust:** It can erode trust between us and our team, damaging long-term working relationships.
7. **Missed big-picture focus:** If we micromanage often, we get caught up in minor details, neglecting more important strategic aspects of our role.
8. **Higher turnover:** Employees who feel micromanaged are more likely to seek employment elsewhere, leading to increased turnover rates.
9. **Inefficient use of leadership:** It's often not the best use of a our time and skills to be involved in every minor detail.

I will discuss in a later articles why we may become Micromanagers and some of the basic strategies we can use to overcome this tendency.

In the meantime, I have included a quiz below, this I hope, will give us pause for thought and to examine our leadership behaviours.

1. How often do you check in on your team members' progress?

a) Daily or multiple times a day

b) A few times a week

c) Weekly or as agreed upon

d) Only when they report issues

1. When delegating a task, you typically:

a) Provide step-by-step instructions on how to complete it

b) Outline the expected outcome and let them figure out the process

c) Discuss the task and collaboratively decide on the approach

d) Assign the task with minimal guidance, trusting their expertise

1. How do you feel when a team member makes a decision without consulting you?

a) Upset and undermined

b) Anxious and need to review their decision immediately

c) Curious to understand their reasoning

d) Confident in their judgment

1. How often do you take over tasks that you've delegated?

a) Frequently

b) Occasionally, when I'm not satisfied with the progress

c) Rarely, only in critical situations

d) Never, unless explicitly asked for help

1. In team meetings, you spend most of the time:

a) Giving detailed instructions and assignments

b) Reviewing everyone's work in detail

c) Discussing overall progress and addressing concerns

d) Listening to team updates and providing high-level guidance

1. When a project is underway, how often do you request updates?

a) Multiple times a day

b) Daily

c) As per the agreed-upon schedule

d) Only when milestones are reached

1. How do you react to mistakes made by your team?

a) Implement stricter oversight and control measures

b) Take over the task to ensure it's done correctly

c) Discuss the mistake and how to prevent it in the future

d) View it as a learning opportunity and encourage problem-solving

1. How comfortable are you with your team members' work styles differing from yours?

a) Very uncomfortable - I prefer everyone to work my way

b) Somewhat uncomfortable - I often suggest they adopt my methods

c) Mostly comfortable - I'm open to different approaches if they're effective

d) Very comfortable - I encourage diverse work styles

1. How often do you find yourself redoing or tweaking your team's work?

a) Very often

b) Occasionally

c) Rarely, only when absolutely necessary

d) Never, unless asked for input

1. When setting deadlines, you typically:

a) Set short-term deadlines to maintain constant control

b) Set frequent check-ins to monitor progress closely

c) Collaboratively establish deadlines with your team

d) Allow the team to propose deadlines based on their workload

To score this quiz, you assign points to each answer

a=1, b=2, c=3, d=4

10-15 points: High Level of Micromanagement

You exhibit strong micromanagement tendencies. Your management style is highly controlling and detail-oriented, which may be stifling your team's autonomy and growth. Consider adopting more delegation and trust-building practices to improve team performance and morale.

16-25 points: Moderate Micromanagement

You show some micromanagement behaviours. While you may not always intend to, you often find yourself closely involved in your team's work. Try to step back more and focus on empowering your team members to make decisions and solve problems independently.

26-35 points: Low Micromanagement

You generally maintain a good balance between oversight and autonomy. You trust your team but still keep an eye on important matters. Continue to develop your leadership skills by further empowering your team and focusing on strategic aspects of management.

36-40 points: Minimal to No Micromanagement

You demonstrate excellent delegation skills and trust in your team. Your management style likely promotes autonomy, creativity, and growth among your team members. Ensure you maintain appropriate levels of guidance and support while continuing your hands-off approach.

Additionally:

Look for patterns in your answers. If you scored low in particular areas, these might be specific aspects of management where you tend to micromanage more.

Consider how your score aligns with your team's needs. Some situations might require closer management temporarily, but chronic micromanagement is generally counterproductive.

Remember that self-awareness is the first step to improvement. If you've identified areas for growth, consider seeking feedback from your team or a mentor to develop strategies for change or work with a coach to improve your leadership skills.

Keep in mind that different team members might require different levels of oversight. Adapt your management style to individual needs while still promoting overall autonomy.

If you wish to discuss any issues or points of interest please get in contact.