

Managing Well

with Tonya Ladipo, LCSW

Podcast Worksheet

REFLECTION QUESTIONS

Practice Empathy. Think about a time when you were micromanaged. How did you feel? How did it affect you physically and mentally? How did it impact your sense of self and your work product? What was the impact on your relationship with the person micromanaging you?

Introspection. Consider, why am I micromanaging? What circumstances make it more likely for me to micromanage? How is my behavior harming or contributing to the success of my team and the company?

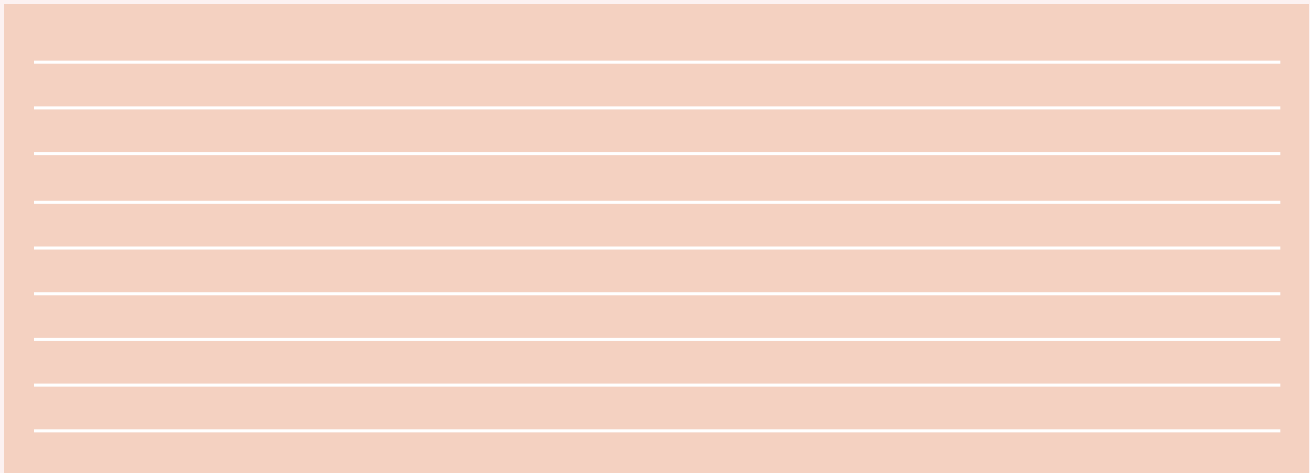
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Self-Reflection. Do you trust the work your direct reports are doing? If so, what makes you trust them? If not, what needs to change for you to trust them?



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ACTION ITEMS

- **Be Intentional About How You Lead Team Members.**
Micromanaging happens for different reasons, at different times, and with different people. Have open, honest, and authentic dialogue within your team. Communicate changes and concerns to team members to provide insight into specific deadlines, past performance concerns, or areas in which they need improvement.
- **Create Check-ins Instead of Micromanaging.** Proactively schedule regular checkpoints to get updates about a project rather than hover.
- **Practice Equifinality.** There is more than one right way to get things done. Encourage dialogue through regular check-ins about what works for the team when it comes to leadership and work styles. Hearing multiple perspectives allows for diversity of thought while fostering an environment of inclusion and belonging.
- **Practice Radical Authenticity.** Thoughtfully, share with your team some of the reasons you may micromanage. Your vulnerability can create an openness leading to better morale and working together more effectively. Let them know the strategies you're implementing to reduce your micromanaging behaviors. Sharing your own growth points and plan to strengthen them is great modeling for your team to acknowledge and address theirs as well.

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ADDITIONAL RESOURCES

- [How to Stop Micromanaging and Start Empowering](https://hbr.org/2022/09/how-to-stop-micromanaging-and-start-empowering)
<https://hbr.org/2022/09/how-to-stop-micromanaging-and-start-empowering>
- [How to Handle a Micromanaging Boss Without Losing Your Job](https://www.betterup.com/blog/micromanaging-boss)
<https://www.betterup.com/blog/micromanaging-boss>
- [How to Help Without Micromanaging](https://hbr.org/2021/01/how-to-help-without-micromanaging/)
<https://hbr.org/2021/01/how-to-help-without-micromanaging/>
- [Let It Go](https://www.shrm.org/resourcesandtools/hr-topics/employee-relations/pages/micromanagers.aspx)
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