

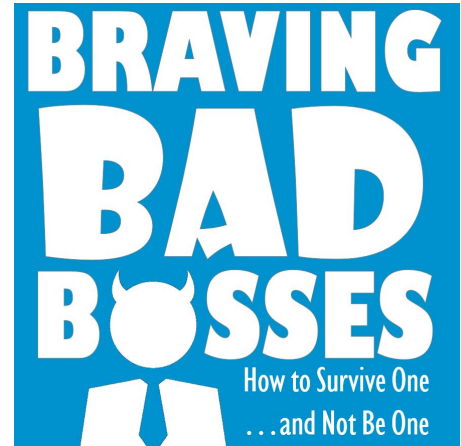
SHOW NOTES

S02-E04 CONTROL FREAK BOSSES

The Omission of Trust, Autonomy, Empowerment

Summary: One of the most complained-about issues I have seen is micromanagement. It can be extremely frustrating to work with a boss who constantly reviews your work, second-guesses, and corrects everything you do. Oftentimes, this behavior is due to anxieties your boss has, and pressures you may not even know about.

Word Picture: Imagine a great time as a family decorating your family Christmas tree together only to wake up the next morning to find your mom had rearranged all the decorations so they'd be just right. This is what it feels like at work when our boss "trusts" us with something and then hovers or rearranges our work to be exactly the way he/she wants it done...



Information/Links:

HBR article was helpful. One interesting point they made was "Don't fight it." If we react aggressively to micromanagement it can erode trust even more and cause the boss to dig in and control even more. Instead, try to understand what is causing the boss's behavior. Pressure? Company culture?

Forbes provided 15 tips. I like #8 - Ask for feedback instead of permission. We sometimes invite controlling behavior by asking the boss to tell us what to do or make decisions for us. Instead, lay out your plan and ask for feedback on it. Then keep the boss informed along the way.

<https://www.themuse.com/advice/how-to-manage-a-micromanaging-boss>

<https://hbr.org/2011/09/stop-being-micromanaged>

<https://www.forbes.com/sites/forbescoachescouncil/2018/01/10/15-ways-to-get-your-boss-to-stop-micromanaging-you/#2b65c2a144b8>

Self Reflection:

Does my daily effort create trust in my boss, or can I make improvements in my communication, providing updates, or paying attention to detail?

What are my boss's biggest fears or pressure points? What does he or she worry about most regarding our department's work processes and results?