



# The Damaging Effects of Micromanagement

### What is Micromanagement?

There are several definitions of micromanagement. One definition is, “attention to small details in management: control of a person or situation by paying extreme attention to small details.” Regardless of the definition used, micromanagement has a negative connotation and is detrimental to employee engagement and morale. Micromanagement will, “at best create a perpetual environment of dependency, inefficiency and unease, and at worst, render irreparable harm to staff morale.”

### What causes Micromanagement?

According to author Harry Chambers “it is interesting that confusion and being unsure is what causes managers to micromanage in order to try to control the situation, but consequently, since micromanagers usually don’t provide clear direction or establish clear expectations it is a losing situation. Micromanagers expect employees to be able to read their minds and that leads to employees feeling like failures because they’re not mind readers.”

### The negative effects of Micromanagement.

A micromanager has some of the same personality traits as a tyrannical boss. A tyrannical boss doesn’t give employees a chance to explain when something goes wrong. They make employees feel like it’s their fault. Employees become afraid to communicate with their boss because they’re reproached. In extreme cases, employees’ insecurity can become so severe that the employee fears they’ll lose their job because of the boss’ behaviour.

### How to Effectively Deal with Micromanagement.

The best way to deal with micromanagers is to try to give them all the information they need. They thrive on details, so provide them with detailed reports. Also, try to clarify with them exactly what they’re looking for. Repeat it to them and ask if that’s correct. This is the only way you will know what’s expected; because the micromanager expects you to automatically know what they want, they’re not going to volunteer the information. You must ask them specifically what is needed, in what format and by when.

### 7 Common Symptoms of working for a Micromanager.

- Stress
- Health problems
- Economic problems and job insecurity
- Emotional strain due to verbal or emotional abuse from the manager
- Fatigue from overwork
- Lack of appreciation leaves employees unmotivated
- Lack of confidence makes meeting with the manager difficult

### What can a Micromanager do?

Although managers should exercise control, that control should come with clear direction and guidance for employees to follow. Managers should then allow employees to practice following the direction and guidance, while asking questions as needed to perform tasks. As employees successfully follow the guidance, they are learning to be capable, confident and independent, and job satisfaction, creativity and morale are high. This results in a win-win situation for the employee, the manager, and the overall organization.

# Stay Alert, Stay Safe

[Find out more on Yammer or the Fatigue Reduction site](#)

