

Tip Sheet

8 Reasons Not to Micromanage

The impact of Micromanaging may not be evident immediately. It's like a little water leak in your home; a trickle here, a water stain there, a bit of toxic mold starts to build up, next thing you know your walls are crumbling.

1. When you control everything, you take control away from employees. Your primary role as a leader is to grow your people. How will they grow if they aren't given an opportunity to think and act for themselves?
2. Trust, dignity, and respect. All people desire to be treated this way. Micromanaging creates [self doubt](#) about capabilities. It impedes building a trusting, productive work environment.
3. Creativity is stunted. Essentially, everyone is doing everything your way. Is your way the best way? Are you sure? The [creativity of a team](#) is enhanced when everyone contributes uniquely.
4. Workplace [productivity](#) will decline. You may think that by checking, everything runs more efficiently and less mistakes are made. However, you are actually getting in the way of efficiency by causing bottlenecks because no one is able to act without your seal of approval.
5. There are numerous studies on workplace stress and health. Responsibility and challenge do not create stress. Lack of control and lack of trust creates unhealthy stress.
6. When employees are micromanaged they may leave and frequent turnover is costly and disruptive. Even worse, they may stay and are dissatisfied, even bitter. They take their paycheck and tick another day off the calendar. The walls are crumbling.

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7. You can have a hand in everything, or you can [focus on what really matters](#) and do that extremely well. Or, you can do both, work endless hours, and burn out. Step back, look at the big picture, the long term, and decide which of these options is best for you and for your employees.
 8. When you are busy micromanaging you're hanging out in your happy place, warm and comfortable. Your own personal growth will suffer. Does it scare you a little to let go of the reins? If it does, that's a really good reason to try it.

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