



Micromanagement Self-Assessment

Answer the following questions the way you think your subordinates would rate you.

My manager...	Never	Sometimes	Often		
1. gives me overly specific instructions for work that I am already capable of doing leaving no room for me to take initiative.	1	2	3	4	5
2. overwhelms me with communication (e.g. too many emails to keep up with).	1	2	3	4	5
3. regularly “improves” upon my work or ideas.	1	2	3	4	5
4. second-guesses my decisions.	1	2	3	4	5
5. gives finicky critical input that provides minimal value.	1	2	3	4	5
6. performs work that I am capable of doing, and which I should be doing as part of my development.	1	2	3	4	5
7. does not delegate authority. All decisions, no matter how small, must go through them. They regularly remind me to “run things by” them.	1	2	3	4	5
8. insists that I attend to certain activities personally, not allowing me to delegate work to my subordinates.	1	2	3	4	5
9. assigns work and then takes it back because it’s not getting done “right.”	1	2	3	4	5
10. requires excessive amount of reporting on progress.	1	2	3	4	5
11. asks for my opinion only on trivial matters.	1	2	3	4	5
12. meddles in the details of my work.	1	2	3	4	5
13. suspects that lots of people are wasting time and resources.	No				Yes
14. trusts very few people to get things done right.	No				Yes
15. happens to have the best approach to every task.	No				Yes
16. is a bottleneck because everyone is waiting for their approval.	No				Yes
17. has been heard to say “If you want something done right, you have to do it yourself.”	No				Yes
18. has bragged that they are a micromanager.	No				Yes