

Micromanagement Self-Assessment

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

My director supervisor...

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.	second-guesses my decisions.	1	2	3	4	5
4.	gives finicky critical input that provides minimal value.	1	2	3	4	5
5.	performs work that I am capable of doing, and which I should be doing as part of my development.	1	2	3	4	5
6.	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
7.	insists that I attend to certain activities personally, not allowing me to delegate work to my subordinates.	1	2	3	4	5
8.	requires excessive amount of reporting on progress.	1	2	3	4	5
9.	asks for my opinion only on trivial matters.	1	2	3	4	5
10.	meddles in the details of my work.	1	2	3	4	5
11.	trusts very few people to get things done right.	1	2	3	4	5
12.	believes they have the best approach to every task.	1	2	3	4	5
13.	is a bottleneck because everyone is waiting for their approval.	1	2	3	4	5
14.	has been heard to say, "If you want something done right, you have to do it yourself."	No			Yes	
15.	has bragged that they are a micromanager.	No			Yes	