



RESONANT

Ideas That Carry Further

Stop Micromanaging Me, Please

If you hate being micromanaged, train the other person to delegate to you effectively.

When someone delegates something to you, take these four straightforward steps. Do it every time they delegate to you.

See how their behavior shifts over time. And how their respect for you grows.

1. Ensure shared expectations

After the person delegating to you tells you what they need and when they need it, paraphrase it back to them. Help them feel comfortable and confident that you truly understand what's important and what's to be done.

Sample language to use: "I'd like to make sure that we have shared expectations. Here's what I heard ... Do I have that right?"

2. Tell them how they can set you up for success

Ask for the information you need. Ask them to facilitate access to resources that you need. Negotiate a timeline that works for you both.

Sample language to use: "You can help set me up for success by ..."

3. Offer a system of accountability

Make sure they know when they'll hear from you, how they'll hear from you, and what you'll tell them. That last bit is important - be clear on the specific facts and metrics they need, and make sure your reporting always includes what it's supposed to. If some piece of information isn't available when you report, tell them what you know, what you don't know, and when you'll follow up with them.

Sample language to use: "I want to make sure you'll have the information you need to feel confident about progress on this. How about I send you an email detailing X, Y, and Z each Thursday by noon?"

4. Understand the context

Ask them what they're being held accountable for, by whom, and why it's important. Ask them how your work will be used, and by who. This can help you understand the context for the work.

Sample language to use: "So I make sure that I can best meet your needs, can you share a bit more about the context for this? Who do you need to share this with? How will it be used?"