

A decorative graphic on a blue background. It features three interlocking gears (two purple, one blue) on the left. In the center, the words 'what' and 'is' are in white boxes. Below them, a large white arrow points right, containing the word 'micromanagement?'. An orange mouse cursor arrow points to the right side of this arrow. On the right side, there are three small yellow dots.

what

is

micromanagement?

micromanagement is a form of pressure

it is a style of coordination where someone (often in a position of power) closely oversees and controls every small detail of how tasks are completed.

rather than trusting others to take ownership of their work, the micromanager constantly checks in, gives excessive instructions, and often intervenes in the decision-making process. it creates an environment where people feel they have little autonomy or freedom to act independently.

why is micromanagement a form of pressure?

micromanagement is a form of pressure because it places constant stress on individuals, forcing them to follow rigid rules, meet unreasonably high expectations, or act in ways that feel out of their control. it undermines person's confidence and creativity, and makes them feel like their work or decisions are being constantly scrutinized. this pressure can lead to burnout, anxiety, and frustration because person is not trusted to do their jobs or make decisions.

why is micromanagement not acceptable for us?

we believe that safe spaces are built on trust, respect, and open communication. micromanagement creates an environment where people feel watched, judged, and not trusted, which violates the foundational principles of a safe and supportive space.

micromanagement goes against these values by creating an imbalance of power and undermining person's agency. micromanagement disproportionately impacts persons who already face oppression or marginalization.

what impact does micromanagement have on persons?

micromanagement can have several negative impacts on individuals:

- persons may feel like they have no control over their own work or decisions, which can lead to frustration and disengagement
- constantly being controlled or corrected can make individuals doubt their abilities and lower their self-esteem
- being constantly monitored and directed can be emotionally exhausting, leading to burnout and mental health issues
- when persons are micromanaged, they don't have the freedom to think creatively or take risks. this lack of freedom can stifle innovation and personal growth

what are the contradictions between micromanagement and a horizontal structure?

horizontal structures value trust and autonomy, where each person is empowered to contribute to decision-making and take ownership of their work. micromanagement creates a top-down dynamic where one person is in control and everyone else is simply following orders. this creates a hierarchical structure within an otherwise collaborative environment.

horizontal structures rely on individuals having the freedom to act and make decisions based on their experience. micromanagement undermines this by taking away personal agency and making every action or decision subject to approval.

in a horizontal structure, collaboration is built on equality and shared responsibility. micromanagement, however, disrupts this by creating a culture where collaboration feels forced.

horizontal structures aim to reduce power imbalances, but micromanagement reintroduces them, often through subtle or overt control. it keeps one person in charge, while everyone else feels their opinions or work are less valued or scrutinized.

in brief, while horizontal structures foster an environment of equality and collective responsibility, micromanagement disrupts those principles by reasserting control and limiting autonomy.

for us, micromanagement is not just an ineffective working style - it's a direct contradiction to the core values we believe in.