

Micromanager vs. Hands-On Manager:

Navigating the Differences in Management Styles



Micromanager



Hands-On Manager

Communication

Unwilling or unable to listen to employees' feedback.

Welcomes suggestions and is open to improving their own managerial style.

Learning

More concerned with control than with performance.

Interested in building a broadly shared knowledge base that is beneficial to the entire company.

Decision-making

Delays decisions as everything needs approval.

Makes decisions efficiently and adapts as needed.

Workplace Culture

Makes team members feel stifled and untrustworthy.

Fosters a positive work environment.

Morale

Leaves employees feeling frustrated and disempowered.

Encourages workers to perform well by entrusting them with responsibilities.

Approach to Control

Seeks tight control over tasks and decisions.

Promotes team autonomy and decision-making.

Monitoring

Constantly monitors and supervises.

Monitors progress but allows room for initiative.

Instructions

Provides detailed, rigid instructions

Offers guidance while allowing flexibility.

Professional Growth

Hinders employee growth and development.

Supports individual and team development.

Feedback

May provide excessive and unsolicited feedback.

Offers constructive feedback and support.

Long-term Impact

May lead to turnover and burnout.

Promotes a healthier, sustainable work culture.