

Micromanagement Self-Assessment for Healthcare Leader

How to Use This Tool

For each statement below, rate yourself using the following scale:

- 1 – Strongly Disagree
- 2 – Disagree
- 3 – Neutral / Sometimes
- 4 – Agree
- 5 – Strongly Agree

Answer based on your *actual behavior*, not your intention.

Be honest. This assessment is only useful if you resist defensiveness.

Section I: Control Orientation

These items assess your instinct toward control versus delegation.

1. I frequently step in to correct how tasks are done, even when outcomes are acceptable.
2. I feel uneasy when I am not closely involved in important projects.
3. I prefer to review most decisions before they are finalized.
4. I believe quality declines if I am not personally overseeing details.
5. I often think, "It's faster if I just do it myself."
6. I struggle to fully trust others' judgment in high-stakes situations.
7. I feel responsible for preventing every possible mistake.
8. I find it difficult to tolerate ambiguity in how work is carried out.

Subtotal (Control Orientation): _____ / 40

Section II: Oversight Behaviors

These items assess observable behaviors that others may experience as micromanagement.

- 9. I request frequent updates beyond established reporting structures.
- 10. I check on progress before agreed-upon milestones.
- 11. I rework or edit others' work without discussing my reasoning.
- 12. I require approval for relatively minor decisions.
- 13. I monitor metrics in real time and respond quickly to small fluctuations.
- 14. I intervene quickly when I see something done differently than I would do it.
- 15. I attend meetings primarily to ensure things are done correctly.
- 16. I add additional oversight layers after errors occur.

Subtotal (Oversight Behaviors): _____ / 40

Section III: Delegation and Autonomy

These items measure how well you create space for professional autonomy.

- 17. I clearly define outcomes and allow flexibility in execution. (Reverse score)
- 18. I match the level of oversight to the individual's competence. (Reverse score)
- 19. I am comfortable allowing high performers to operate independently. (Reverse score)
- 20. I delegate authority along with responsibility. (Reverse score)
- 21. I set guardrails rather than controlling processes. (Reverse score)
- 22. I resist the urge to intervene unless safety or performance is at risk. (Reverse score)
- 23. I communicate clear decision rights within my team. (Reverse score)
- 24. I provide coaching rather than directives when improvement is needed. (Reverse score)

For items 17–24, reverse your score:

- If you marked 1 → record 5
- 2 → 4
- 3 → 3
- 4 → 2
- 5 → 1

Subtotal (Delegation & Autonomy – reversed): _____ / 40

Section IV: Emotional Drivers

Micromanagement is often anxiety-driven. This section evaluates internal motivations.

- 25. I feel personally judged when my team underperforms.
- 26. I worry that mistakes will reflect badly on me.
- 27. I feel calmer when I have full visibility into all details.
- 28. I struggle to “let go” after delegating.
- 29. I replay team mistakes in my mind and consider how I could have prevented them.
- 30. I believe strong leaders must maintain tight control.

Subtotal (Emotional Drivers): _____ / 30

Scoring

Add all four section totals:

Maximum score: 150

Minimum score: 30

Interpretation:

30–60: Empowering Leader

- You likely create strong autonomy.
- Continue monitoring blind spots, especially under stress.

61–90: Balanced but Vigilant

- Generally healthy oversight.
- Risk of tightening control during crises or high-pressure periods.

91–120: High Oversight / Emerging Micromanagement

- Your behaviors may frequently be perceived as micromanaging.
- Consider adjusting delegation structures and examining anxiety drivers.

121–150: Chronic Micromanagement Risk

- Your leadership style likely limits autonomy.
- Risk of disengagement, burnout, and talent loss.
- Coaching or structured leadership development strongly recommended.