

Double-Edged Sword of Micromanagement: Understanding Its Benefits and Pitfalls



INSISTENCE

Rise Up Coaching Solutions
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Insistence

**Your approach to detail, structure,
follow-through and routine**



Insistence at Work



How does this behavior impact you in your organization?



To what extent you insist something is **done a certain way**



How you deal with **detailed tasks and projects**



How **methodical and sequential** you are in your work



The **type of instruction** you give to others



How you **follow plans**



If you **manage your time** in a structured way

USUAL BEHAVIOR



What is Usual Behavior?



Usual Behavior is your **productive, strengths-based** behavior.



INSISTENT
OR FLEXIBLE

- Your **strengths**
- How you **describe yourself**
- Your **productive** style
- How you act when at **your best**

Usual Behavior: High Scores



Usual Behavior is your **productive, strengths-based** behavior.

INSISTENT

People with high scores may:

- Insist on following the plan
- Maintain order and systems
- Appear detailed in planning and executing
- Use an orderly approach
- Embrace the organizational structure



Usual Behavior: Low Scores

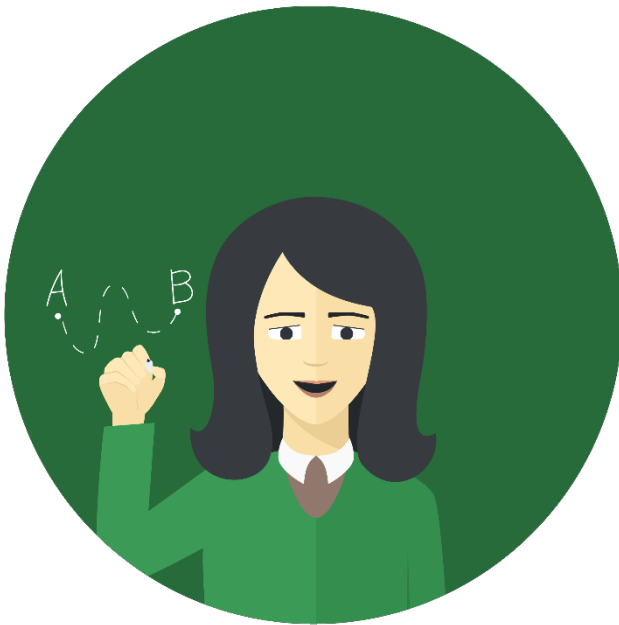


Usual Behavior is your **productive, strengths-based** behavior.

FLEXIBLE

People with low scores may:

- Appear comfortable changing plans
- Devise new plans quickly and easily
- Act spontaneously
- Create loose, flexible plans
- Adapt to organizational change more easily



Usual Behavior: Moderate Scores

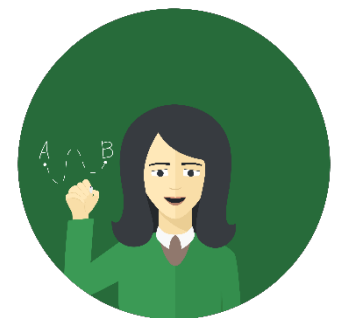


Usual Behavior is your **productive, strengths-based** behavior.

SITUATIONAL

People with moderate scores may:

- Exhibit some behaviors of high and low Insistence
- Alternate between being more insistent and more flexible
- Exhibit certain behaviors depending on the situation
- Have a different style in their work and personal lives



STRESS BEHAVIOR



Stress Behavior



Stress represents your **reactive, unproductive** behavior.



RIGID *or*
DISORGANIZED

- Always **unproductive**
- Your **frustrated** behavior
- How you act when your **Needs aren't met**
- **How**, not how often, you become stressed

Stress Behavior: High Scores



Stress represents your **reactive, unproductive** behavior.

RIGID

People with high scores may:

- Become overly controlling; too insistent
- Grow dependent on the process
- Refuse to deviate from the plan
- Resist unexpected or unplanned change
- Lock in to procedure or precedent



Stress Behavior: Low Scores

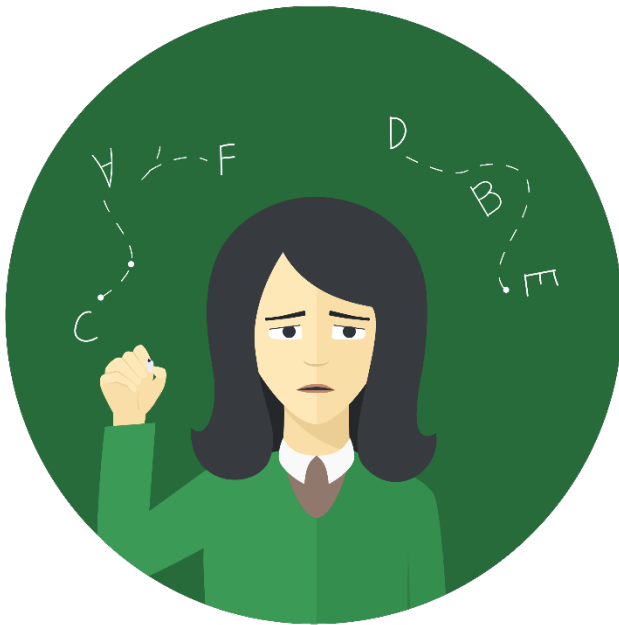


Stress represents your **reactive, unproductive** behavior.

DISORGANIZED

People with low scores may:

- Fail to follow through
- Disregard routine and detail
- Resist structure and systems
- Leave things until the last minute
- Postpone necessary routine for more interesting projects



Stress Behavior: Moderate Scores

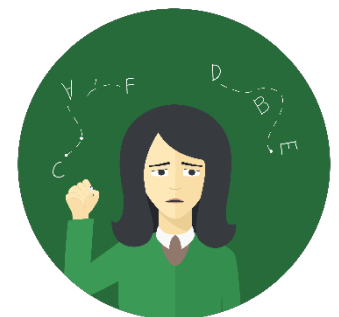


Stress represents your **reactive, unproductive** behavior.

SITUATIONAL

People with moderate scores may:

- Have a less predictable stress reaction
- Become rigid or disorganized depending on their unmet Needs
- Have shifting reactions depending on the situation
- Handle their reactions differently at work versus in their personal lives



Takeaways

