

Quick Guide: How To Manage a Picky Manager

Have you got a picky manager? Is your manager a control freak, reluctant to delegate and reducing your efforts to dust as he/she completely re-does your work? Do you often wish you could tell them to leave you to your own devices so work wouldn't take so long to do? If this sounds a little like you, here are the **top ten tips** to help you manage a picky manager:

- 1. Understand why your manager does this.** Is it a need for control that stems from insecurity? It is a lack of confidence, a lack of trust, workplace instability or pressure to produce? If you can understand why they behave like this, you will be better able to manage it.
- 2. Look for patterns.** As annoying as your manager may be, they're also predictable. There will be certain situations, times of the day or week, or before or after certain visitors, when they get especially agitated. Know their pressure points to help you ease them.
- 3. Anticipate needs.** Once you have a good idea of what triggers your manager's tensions you can flag potential problems and offer solutions.
- 4. Always have a stock of new initiatives** ready and demonstrate that you are proactive. This helps them curb their responses and avoid slipping into picky mode.
- 5. Show empathy.** Your manager is usually under pressure to produce. Show you understand and are willing to share the load. Ask what you can do to make life easier for your manager.
- 6. Be ultra reliable.** It's much easier to manage when everything runs like clockwork. Your manager will usually hate feeling out of control and if some members of the team don't deliver the chances are your manager will make unfair demands on everyone. Discuss with the team what can be done to avoid panics and crises.
- 7. Be a role model for your manager.** In working with other people, show how your management or organisational style is different and gets equally good results.
- 8. Speak up – softly.** Maybe your manager is oblivious to the effect they are having.
- 9. Enlighten others.** Chances are you are not the only one suffering. Explain to the others in your team what you're doing to ease your manager's anxiety, and encourage them to do the same.
- 10. Find another way.** If what you decide to do doesn't work first time, try again with another solution.