An excellent way to motivate employees is to give them the confidence to perform at their best. One way to boost employees' confidence is to allow them to address an issue or perform a task the way *they* want, which could be different from what a manager wants. A good leader, however, will accept the employee's approach as long as the desired outcome is achieved.

As Ombuds, I have had conversations with managers and employees focused on the issue of micromanagement. My sense from those conversations is that managers do not enjoy micromanaging employees any more than employees enjoy being micromanaged.

I hear mostly from employees. They tell me that they feel unmotivated, discouraged and lose confidence in their ability to complete assigned tasks successfully. But they feel uncomfortable discussing micromanagement with their managers. They tell me that they do not believe that their manager will change behavior and they do not want to take the risk of "offending" them.

This *Reach out initiative* is to encourage employees who feel micromanaged to address the issue directly with their managers. If you accept the premise that most managers prefer not to micro-manage, you should feel empowered to let them know how it affects you.

One constructive way to address this issue is to ask your manager if it would be possible not to provide too much detail for an assignment but just give the desired outcome. If you need more information or context, you will ask your manager as needed. You can commit to them that you will keep them posted of your progress. You should still let your manager know how much you appreciate their desire to have you succeed but that you would be more motivated and productive if you were given more flexibility on how to complete the assigned task. You can also add that it would help with your confidence and professional development.

Please reach out if I can help in any way. I wish you success as you reach out to become less micro-managed.