



EMPLOYEE'S *Check-In-Line*

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BUILDING CONFIDENCE AND RESILIENCE IN THE WORKPLACE

Most employees appreciate guidance and support from their supervisors. However, when oversight becomes excessive, it can feel restrictive, frustrating, and even impact confidence and productivity. Micromanagement occurs when a manager closely monitors tasks, decisions, and activities to an extent that limits employee autonomy.

THE EFFECTS OF EXCESSIVE OVERSIGHT IN THE WORKPLACE

While micromanaging behaviors are often driven by a desire to ensure quality, meet deadlines, or reduce risk, they can create stress and hinder professional growth.

1. Reduced Confidence

When employees feel that every decision or action is being scrutinized, they may begin to question their abilities and become less confident in their judgment.

2. Increased Workplace Stress

Constant oversight can create pressure to perform perfectly, leading to heightened stress levels and anxiety. Over time, this may affect both job satisfaction and overall well-being.

3. Decreased Motivation

Employees are often most engaged when they feel trusted and empowered. A lack of autonomy can reduce enthusiasm, creativity, and initiative in the workplace.

4. Lower Productivity

Ironically, excessive monitoring can slow progress. Frequent interruptions, repeated requests for updates, and limited decision-making authority may make it more difficult for employees to focus on completing tasks efficiently.

5. Challenges to Professional Growth

Employees develop new skills through problem-solving, decision-making, and independent work. When opportunities for autonomy are limited, professional development may be restricted.



COMMON SIGNS OF EXCESSIVE OVERSIGHT

- ▼ Frequently requests updates on tasks that are already progressing well.
- ▼ Closely monitors every detail of your work.
- ▼ Insists on approving even minor decisions.
- ▼ Repeatedly checks in throughout the day.
- ▼ Revises your work without discussing the changes.
- ▼ Has difficulty delegating responsibilities.

ACTION TIP

Take a moment to recognize your achievements. At the end of each workday, write down one accomplishment you are proud of and one strength you used to achieve it. Small reflections can help build resilience, confidence, and a positive mindset.

TIPS FOR EMPLOYEES

✓ Practice Stress Management

Take regular breaks, prioritize self-care, and utilize available wellness resources when workplace pressures begin to affect your well-being.

✓ Keep Communication Clear and Professional

Provide timely updates on projects and tasks to minimize misunderstandings and demonstrate accountability.

✓ Maintain Confidence in Your Abilities

Remember that close supervision does not diminish your skills or value. Continue to trust your expertise and professional judgment.

✓ Document Your Progress

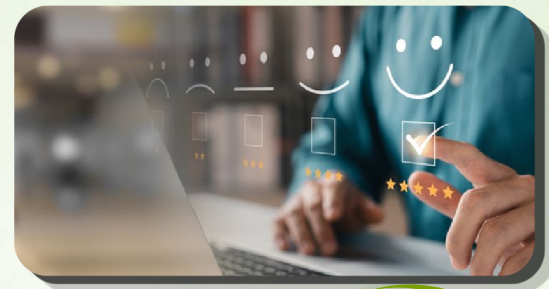
Keep track of completed tasks, accomplishments, and feedback. Having a record of your work can help demonstrate productivity and support future discussions.

✓ Seek Opportunities for Growth

Continue developing your skills and knowledge. Professional growth can increase confidence and prepare you for greater independence and future opportunities.

WELLNESS CORNER

Experiencing a sense of autonomy at work has been linked to higher job satisfaction, increased motivation, and improved psychological well-being. Finding healthy ways to maintain confidence and focus, even during challenging workplace situations, can contribute positively to overall mental wellness.



SCAN TO BOOK APPOINTMENT

"When people are trusted, they'll go to great lengths to prove themselves worthy of that trust."
— Stephen R. Covey