

Don't be a control freak, inspire productivity instead

BOOK REPORT

The book: *The Control Freak Revolution: Make Your Most Maddening Behaviors Work for Your Company and to Your Advantage*, Career Press Inc., 2008; 211pp.; \$22.50

The author: Cheryl Cran

Having worked with a number of control freaks, reading *The Control Freak Revolution* was interesting primarily because of its suggestions on how to cope with a secretive, sarcastic office bully — evidence of an insecure micro-manager spinning out

of control. Most of the book, however, focuses on identifying the reader's own controlling behaviours and channeling them in positive ways. It's not a bad thing to be a control freak, Cran suggests, as long as it's the good "funky" kind and not the "freaky" kind who scares everyone. Positive control-



ling behaviour includes taking charge of your own career development. Being anal can also be a good thing if you are enlightened about it. This means being able to tell when micro-managing a project yourself is necessary, but at other times being able to hand off control, even if you fear others might

mess the job up. For supervisors, being a "funky" control freak includes talking to your staff regularly about your high expectations and creating conditions where employees can achieve them. Impatience can make change happen quickly, but it can also make co-workers or subordinates push back in resistance, so you have to be able to communicate why you're feeling impatient and recognize when your impatience is irrational. *Laura Ramsay, Financial Post*