

ARE YOU A GOOD OR BAD BOSS?

Think of the worst supervisor you've had. Chances are someone comes immediately to mind. Is it your current supervisor? Why do you consider this person "the worst?"

Now, think of a situation where you had the best boss ever. It is harder to identify a best boss, isn't it?

Did you want to do a better job for the best boss vs the worst boss? Of course!

THE IMPACT OF A BAD BOSS

Unfortunately, it's far more likely that the majority of our work life has been spent reporting to bad bosses. Bad owners/managers/bosses continue to dominate the landscape of corporate America and global business today. Despite the research and training available on effective leadership, there are too many bosses that employees consider "bad." Gallup says 82% of managers fail. They are an epidemic killing off employee productivity, loyalty, creativity, and company profit.

The worst bosses contribute to poor morale and bad attitudes, which lead to poor productivity, indifferent customer service, lower sales, and reduced quality of work and service. They have employee turnover problems and often have to coerce, bribe, or threaten employees to do things.

In big companies, poor bosses stand on every step of the corporate ladder. In smaller organizations, the owners or key executives are often the culprits.

In addition: 80% of employees say they get no respect at work.

Less than 55% of Americans are satisfied with their jobs compared to 61.1% in the year 2000.

I know what you are thinking, what about those awful bosses who get excellent results? Yes, it does seem that some managers do well in spite of the pitiful leadership practices. In fact, if you talk to enough people, you'll find poor bosses and good bosses can both achieve organizational objectives. The difference is in the "how" and what happens long-term. Results are unsustainable because poor bosses sap employees' commitment to their jobs.

It's a sad picture, but it can change and is changing. The past two years since the pandemic have revealed what we want to see: the leaders who are really focused on the well-being of their employees vs the ones only focused on the bottom line.

Start by looking at your team. The number one reason employees say they quit is because of unhappiness with their boss or their boss' boss. Employees with bad bosses are four times more likely to leave than employees who believe they have good bosses.

BAD BOSSES (TOXIC OR NEGATIVE WORKPLACE AND LACK OF SUPPORT):

Commands and controls employees.

Communicates ambiguity.

Tells employees what to do with little or no input.

Takes advantage of others.

Takes the credit for wins.

Blames others for problems.

Offers little training or coaching.

Overall, lacks empathy and humility.

GOOD BOSSES (EXCELLENT WORKING RELATIONSHIPS AND POSITIVE ATMOSPHERE):

Listens and asks for employee input.

Engages through positive influence.

Communicates with passion and clarity.

Provides on-going training and development.

Respects others as partners.

Talks “We” and teamwork.

Shares credit for wins.

Owens the problems.

Models the way or leads by example.

Leads with integrity.

PULLING IT ALL TOGETHER:

We never really work for a bad boss. We go through the motions but really don't give any quality to our jobs. But with a good boss we show up and give our best work. Why? Because our boss communicates, appreciates, and supports us.

If you are a manager at any level, how do you start to become a better boss? If you want your team to be better, you must become a better leader. So, keep learning: read leadership books, attend seminars and webinars, and get a personal coach. Ask for feedback and be willing to change. Do this consistently and apply new strategies immediately. As a result, you will accelerate your career success and that of your team.