

September 2011

10 Signs You are a Horrible Boss

Happy September! Last month my husband and I went out on a date night and treated ourselves to a movie. We saw "Horrible Bosses." If you have not seen it, here is a brief synopsis. Three disgruntled employees plot out to kill each others' bosses. Obviously, there are less extreme methods for dealing with difficult bosses, and I touched upon these within my candidates' newsletter. However, for my clients I would like to turn the tables a bit and talk about 10 signs that you could be a horrible boss. I certainly reflected on these, and I hope you do as well. In the research I did, most "bad bosses" did not know they were bad and as soon as they were aware of their deficiencies, they sought out ways to improve them. We all must do our part to create work environments that are productive and positive.

1. You micromanage as opposed to manage - Great bosses allow employees to do their jobs the best they can. They lay out expectations and provide the tools and then step back to let them perform. Bad bosses try and tell their staff how to do their jobs. If you are spending more time on the small details and less time on the big pictures, your employees probably don't like it.
2. You're engaged in office politics'- Don't be caught in the middle of office politics. If there are issues, have the employees work them out themselves or create forums to discuss solutions but don't play favorites, pit employees against each other or build alliances.
3. You Bully and Yell- Bad bosses don't inspire; they bully and yell a lot. They try to get people to do things their way by threatening them with a loss of their job, verbal attacks, or anything else other than making people feel and do their best. People who work in constant fear hate their job, their boss, and the business.
4. You have unclear objectives and motivations and send employees on rat races - Never "test" and employee. That shows disrespect and is flat out an abuse of power and a waste of company time and money.
5. You don't give credit where credit is due - Great bosses love to recognize others successes and achievements. Bad bosses are not only incapable of this; they want to take the credit themselves. "No man will make a great leader who wants to do it all himself, or to get all the credit for doing it." Andrew Carnegie
6. You lack empathy and consideration - If you think nothing of giving a ton of work to someone on Friday or you refuse to make accommodations to a schedule based on personal needs, this will apply to you. Good bosses care as much about the people as they do the business running effectively and profitable. Agility and flexibility is imperative for long term employee happiness and satisfaction.
7. Your employees call in sick a lot - this is a sure tell sign that they don't like work.
8. You rarely talk to your employees face to face and the majority of correspondence is via e-mail which can be very brief.
9. You are inappropriate - You touch too much, you cuss, you tell offensive jokes, or you say inappropriate things.
10. You attack or talk badly about your team or your employees to friends, family, vendors and other managers - What comes out of our mouths is a reflection of our thoughts and behaviors. If you do not respect your employees, they will know it.

Managing is not easy; if it was organizational charts would be flat. Hopefully this will help you and others always strive to be the best that you can be! I think I speak for everyone with this closing statement- Bring on Fall!!!!

All Our Best,

Carey