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A good leader must not only have a wealth of knowledge and insight, but also has a soft interpersonal ability to use them. Nevertheless, managers for each one, all have a division which is a caring and friendly person or an incompetent person is easy to control the line.

"Especially] for the newly inaugurated managers, a major problem is that they do not understand the 'business relationships' and the difference between pure relationships,"

Managing psychologist Carissa - Thacker (Karissa

Thacker) said. She added that these two relationships may seem similar on the surface, but they have important differences. "Imagine a golfing outing ..... you are the boss , and one of the members of your team are divorcing. appropriate type of conversation will include business relationships say, 'I'm sorry, I know this is a tough transitional period 'and pure interaction may make the topic into an affair among spouses and specific details, like the reality show as well. "



It's hard to be a friend and a while efficient boss - boss will lose objectivity and employees may lose respect for you. In order to better draw the appropriate boundaries and become a better leader, please note the following six signs, they indicate that you, as a manager look too good.

**1, the duration of work is often delayed.** If you're the last one to know the task will be a delay of people say, this is a danger signal, you need a tougher attitude, Thacker said. Another definite signal: "You do not like direct reports seriously ill in the grounds in case you can not cancel or change the meeting time." Your employees should report to you the work - rather than vice versa.

**2, you are a laughing stock.** For the author of books on personal achievements Ronald - Kaufman (Ronald Kaufman) said that the boss should not always be sarcastic targets. If you hear one or two to your targeted lighthearted joke, then this may indicate that employees feel around you feel very comfortable. But if you continue to be demeaning, then you obviously would not be respected.





## CHINA HUMAN RESOURCES DEVELOPMENT NETWORK

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**3, your comments are ignored.** When you give criticism when, what happens? Staff will admit, and has or does not protest? If someone did not make any response, they basically ignore you, that this is an effective manager you are not a significant signal, corporate training company InStep Consulting (InStep Consulting) President Colette - Ellis (ColletteEllis) said. In addition, if you find yourself avoiding giving feedback, you may have lost the ability to objectively.

**4, you share too much information.** If you spend a day in half the time to explain your situation subordinates, then you're wasting your time, and this may destroy your authority. "If you start to feel the need to involve the management of sensitive information to excessive levels of decision-making in order to explain your work to your team giving reasons or to prove your choice, then you are a failure of leadership," senior management personnel life coach Stephanie. Saman Qi (Stephanie Somanchi).

**5, you always share the credit.** As a team player who is important, however, when it should have, you still have to take credit for. "Some leaders feel the need to work with his department or team to share achievements," Business Success Coach Network (Business Success Coach Network), founder and career coach John-M. McKee (JohnM.McKee) said "While this may be the team's motivation is very good and helps demonstrate their contribution, but if other people do not see you also have the ability to reach a remarkable achievement, then this might be caused by the leader counterproductive effect. "Your boss also need to know that you are promoting the success of the team of people.

**6, the same way you have been treated like a friend.** Learned that someone has a good relationship with you and be friendly to you and the person is a difference between your friend is important. "This could include the case in the absence of an appointment or walk into your office the way, with the long time to eat lunch, leave early or late for work, without the consent of the problems on the management level views, so you or anyone else involved in into the 'fountains' office to discuss the topic of other people, and not concentrate on work during working hours. "career women (Career Woman) consulting company founder Lisa - Quast (Lisa Quast) said.

