

COACHING BUTTONS

Jim Hall's Blog

Leadership and Vision in IT and Higher Education.

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Are you a bad boss?

It took me until my second job before I experienced a bad boss, which makes me luckier than most. But I decided to learn from the interaction, and dedicated myself to avoiding the mistakes I found prevalent in his behavior. I feel that has made me a better supervisor, a better manager, a better director.

The ability to learn from *others'* mistakes is an important life skill. We don't have time to make all the mistakes ourselves; sometimes, you need to learn from what others are doing, even it's to *not* do what they are doing.

Lisa Quast wrote in *Forbes* about [How To Spot A Bad Boss Before You Accept The Job Offer](#). It's an article written for those about to enter the job market, to help you identify the bad behaviors in your interviewers, how to recognize the bad bosses before you take the job:

1. They're late for the job interview.
2. Their office is unusually disorganized.
3. They ask illegal questions during your interview.
4. Other employees avoid the hiring manager.
5. They don't focus on the job interview.
6. They don't ask difficult questions.
7. They keep changing the topic of conversation to talk about themselves.
8. They display anger management issues.
9. They can't clearly communicate what it will take for you to be successful in the position.
10. They don't have a clear vision with goals and objectives for their department.

But I would like to turn this around, to convert these "bad boss" qualities into "leaderful lessons." Distilled from Quast's list, here are my *themes* to be a better supervisor:

Be respectful of others.

How you interact with those around you is a direct reflection of your leadership style.

Engage with those around you.

It's all about relationships, and relationships are currency. Don't remain distant; talk with people, get to know what's going on.

Maintain focus.

There is an appropriate time to check email or update your Facebook status, and that time is *not* when you are in a meeting or talking to someone. Stay in the moment, and give all of your attention to the discussion.



Career Woman, Inc.