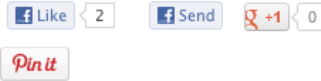




WORK CONFLICT 101: WHAT TO DO WHEN YOU (OR A PEER) BECOMES THE BOSS

Posted by [Kourtney Jason](#) on Thursday, May 17, 2012 · [Leave a Comment](#)



Life2.0h
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These days, your coworkers aren't just colleagues. They very likely could be some of your closest friends. However, when one of you is [promoted](#) to a managerial position to oversee the rest of your department, tensions can rise—quickly. To figure out how exactly to navigate these choppy waters, we talked to some of the top [career experts and coaches](#) in the country. So whether you're now a boss to your peers or vice versa, these tips will help you continue to shine in the workplace.

When you're the boss:

- 1. Open the dialogue and hear people out.** "Meet with people individually to see how they feel about their jobs and to get suggestions," explains Caroline Ceniza-Levine, a career coach at [SixFigureStart](#). "You will learn something that will help you manage them better and you will send a signal that you are willing to listen."
- 2. Share your short- and long-term goals.** "You may have different perspectives, but you have the same vision," says Suki Shah, cofounder and CEO at [GetHired.com](#). "Above all else, employees at a healthy organization likely share a common vision about how to make that organization as successful as possible. It helps to remember that you are working toward the same thing and that you can learn from each other and your past education and experiences."
- 3. Adapt your friendships.** "If you used to socialize with your peers, you need to decide if that can continue. Some organizations would forbid it; some would not care. There will be times when you wish they did not know you so well, but you cannot change the past. You just have to make good decisions going forward," explains Maureen Mack, founder of [H.R. Principal, LLC](#).
- 4. Don't play favorites.** "As the new manager of the department, you now need to apply unbiased leadership skills. This means you will need to set aside your previous relationships and opinions of your former coworkers and see them as your direct reports," says Lisa Quast, president of [Career Woman, Inc.](#)
- 5. Demonstrate your authority.** "Let them see you make decisions," Mack tells us. "They will never get used to it if you hide your new role to spare their feelings. That can also make it look like you do not think you deserve the promotion which is seldom the case. You were selected for a reason."
- 6. Be a good motivator.** "Share that this new opportunity for you also means new opportunities for them," says business coach [Laura Lee Rose](#), CTACC. "Because of this promotion, you have access to departments and contacts you didn't have before. Invite your team to share their career aspirations and goals, so that you can introduce and connect them with projects and teams that will get them to their goals."



Career Woman, Inc.

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