

# THE EXTRA POINT

BY JERRY ROBERTS



## # 933 Working With a Bad Boss – Part 2

More today on the topic of bad bosses. How can you make the best of an often touchy situation. I'm Jerry Roberts, and that's next on The Extra Point.

Yesterday, we pinpointed one of the major reasons that bad bosses are bad bosses is that they haven't been trained to be any better. It's a key part of the problem.

We discussed that, in the absence of training, most supervisors look to their boss for an example of the kind of manager they should be. Sometimes, that could be a good thing. Or, it might be disastrous.

We also gave examples of how having a bad boss can force workers to improve on their own. They'll also have a clear picture of the manager they won't want to be like, if they ever move into the supervisory ranks.

So, while working for a bad boss has its downside, there is also an upside, if you look at things right.

Today, let's begin with a question. Why is it important to support your boss, even when you don't like them?

Let's be honest. If we don't like our manager, the last thing on our mind is worrying about how we should be supportive, right? Let's think about this.

First, if the relationship is sour, I don't want to be seen as a cause for that. I was hired to do a job to the best of my ability, and even though this individual is making that harder and less enjoyable, I'll deliver the results that are expected of me.

Second, not doing my job isn't going to do anything good for me, or my team. That's just reality. Last, if by some quirk of fate I someday became the boss of this team, there would

likely be people who would remember how I handled myself with the previous manager. How could I expect their allegiance when I didn't give it myself?

Next, what should my attitude be in how I deal with my bad boss? In this example, I'll assume there is no harassment or abuse involved. If there is, you should contact your HR manager.

Do you have concerns in this area? Know the boundaries all employees must observe. There can be no inappropriate contact or suggestive language. No abusive behavior. There should be no intrusion into worker's personal life.

Here are five points to consider:

1. Don't take things personally. Stay focused. The tendency for a lot of people is to think of every negative word or action as being a direct attack. It's rarely the case. Many managers come up short as much by accident, as they do on purpose.

2. Don't let someone's negative personality change who you are. If you're friendly and outgoing, be friendly and outgoing with your boss. They may never match you, but I don't think they're going to tell you to stop.

3. Understand the boss's goals, and what he/she is tasked to deliver. What pressures are they under?

4. I need to hold up my end of the bargain. My job is to support my manager and their goals. Helping them accomplish their objective will almost certainly be better for our relationship than falling short of it.

I've personally witnessed managers who changed their attitude toward workers, once they were sure the individual was someone they could count on.  
(Con't.)

5. Am I communicating effectively about what I need to do my work?

Before I want to blame somebody else for whatever is going wrong with my life, I want to do a little checkup on myself.

Am I seeing things clearly? Could I be a part of the problem?

If you're thinking of leaving your job for another one because of this boss, is it worth having a talk with them to see if the situation can be salvaged?

If you've tried all this and things are still going in the wrong direction, you could request a transfer to another position, working with another manager.

When all else fails, it might be time to look for another job.

Most times, dealing with a bad or difficult boss doesn't lead to resigning a position. The parties learn to tolerate each other, and work things out.

That's the Extra Point. Be responsible and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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