

THE EXTRA POINT

BY JERRY ROBERTS



1005 If You're a Serious Jerk of a Boss – Do This

Did you ever have a boss who was sharp-tongued, full of him/herself, treated workers badly — and was fully aware of all that but didn't care? I'm Jerry Roberts and I'm going to talk story, then have a brief message for those specific employers, next, on The Extra Point.

Many years ago I was living in Los Angeles, in a small apartment complex where a large percentage of the tenants were in some way employed in the entertainment business.

There was a dancer, a writer, technicians who worked on movies and TV shows, a couple of young women who worked in accounting and finance — and a radio guy who was also a wannabe producer. Yeah, that was my role.

I was in that building over five years, and I recall the day that Brittney, a single mom of a girl in middle school, was so excited that she had been hired in the accounting and finance department for a production company. The money was good, and she was sure that it was the new beginning she had hoped for.

The next time I saw her was a couple of months later, walking to her apartment at about 11 p.m., crying.

She told me her hours were hopelessly long, and her boss was an absolute monster. If you think of the worst stereotype of a Hollywood producer with a runaway ego, that was him.

He screamed at her for simple mistakes, made her the butt of his jokes, sent her on his personal errands when his secretary called in sick — and made her feel insignificant in every way imaginable.

So, why didn't she quit? Because there was roughly 20% unemployment in the L.A. entertainment sector. It had taken her a long time to find that job, and losing it meant losing

her apartment and maybe her car; and having to move back to the Midwest with her parents.

She stuck it out, despite constant insults and reprehensible behavior by her jerk of a boss. We'd talk and laugh about it, but she hated every day she went to work.

After almost two years, she found another job, outside of L.A., and I could see a woman who had just had the weight of the world lifted off of her shoulders.

It was easy for me to try to help her, because I'd been through a similar experience. I took a job I had hoped would lead to something good, only to find out I worked for a guy who didn't think much of employees, didn't treat them well, and had the massive ego.

In the final scenes of a bad movie, he lied to a client, then another, got caught, and wanted me to say it was all my doing. I flatly refused, and he fired me. Then, he told both of those clients that I had cooked up the mess, and he had come to town to get rid of me and fix the situation. A charming guy.

Not all narcissistic, ego-maniac employers are screamers. That said, every one of them I've ever encountered or learned about were control freaks, and had some rogue gene in their body that drove them to make their workers feel small. It must be a biological prerequisite, or you can't be in the club.

These managers are bullies, knowing that people don't want to lose their job and won't answer back.

Gratefully, the monster boss club is fairly small. Hopefully, you've never encountered one.

(Con't.)

If you're a member of that club, I have a couple of ideas that might be helpful to both your employees and you.

You see, a lot of people are leaving Guam's workforce, so there may not be many folks to apply if you have employees walk out on you. Maybe I can help you keep them a little bit longer.

1. Hire someone who is nothing like you, and who cares about people. You tell this person what you want to done, and they will do all the delegating, then get back to you with the results. This means you won't have to ruin your day by talking to people who are way beneath you. You're welcome.

2. When you conduct staff meetings, let this more charming employee run the meeting. You go in as more of an observer. Two more things about meetings.

- Let everybody else contribute before you do. Yes, I realize their ideas will not be as good as yours, but consider this a gift of sorts from you to the little people.

- The second thing is, don't make snarky comments about their ideas. I know, I know, this is a major source of entertainment for you, and I'm not being fair here.

I am having a little fun. Here's the serious point. If you know that you tend to be a jerk with workers, put someone between you and the team. Let them be the buffer.

Employees will likely be happier, and maybe you'll end up happier, too.

It might be worth a try.

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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