

# Do your team respect you?

Most people can remember their favourite teacher. The smiling, patient maths teacher who somehow managed to make quadratic equations exciting and fun. Equally, we can all recall the ones we hated. You never forget them, they stay with you forever...

By Patrick Maloney



## DNA OF A GREAT BOSS

HOW DO YOU STACK UP?

- **BEING A GREAT COACH**  
A great boss uses problems as a learning experience to help their team get better. They schedule meetings with clear objectives and focus on solving issues.
- **CONSISTENCY**  
They explain exactly what is expected and welcome feedback, questions and clarity.
- **CLEAR VISION & STRATEGY**  
They know where the team or company is headed and makes sure everyone else is on the same page.
- **MAKES TIME**  
A good boss always makes time for all employees to help complete quality work.
- **REGULAR REVIEWS**  
A good boss will schedule quarterly meetings to give (and receive) feedback on what's working and what's not.
- **GIVES AUTONOMY**  
Allowing you the freedom to do what you were hired to do.
- **TAKES TIME TO FOCUS**  
Works 'on' the business and not 'in' it and looks to the future to be proactive not reactive.

Things don't change much as you get older and enter the world of work. Most of us can recall a really bad boss. They can all look slightly different. The unapologetic narcissist. The one who never had time for you. The intimidator. The bully. The control freak. The mood hoover. The one who was always MIA. The list goes on...

But now you are the boss. A leader of people. Responsible for driving the business and its people toward success. But a business will only ever achieve this when it has a leader at the helm who engages, inspires and invests in its people. These leaders understand that a company's greatest asset are its people...and you need to look after them.

A great boss isn't just someone who knows their business inside out and can easily delegate. A great boss is a teacher. A mentor. Someone who encourages and inspires gaining the support of employees to lead the business forward towards success.

So how do you know if you are doing a good job? It's rare that people are going to turn around and tell the boss if they are not up to the job...not unless they are ready for their P45.

So, you may need to do some soul searching for yourself. Ask yourself...am I truly up to the task? Am I really equipped with the necessary skills and knowledge? And critically... does my team respect me as their leader?

I've compiled some of the key attributes of a great leader.

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I ask you this question because toxic bosses are, unsurprisingly, the top cause of unhappiness in the workplace.

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As the saying goes “people leave bosses not companies” and this couldn’t be more accurate given that two in every three UK workers experience a bad boss during their career.

But being a great boss isn’t something that just happens overnight, it takes time, effort and discipline. It may mean investing in your own professional development and being pushed out of your comfort zone. You need to understand the fundamental DNA that effective leaders all share, and the attributes of those who fail.

Below is a list of some of the worst leadership behaviours I’ve witnessed during my 20+ year career in the Staffing and Recruitment industry.

## DNA OF A BAD BOSS

HOW DO YOU STACK UP?



**MICROMANAGE**  
AKA the military boss - you are to execute orders and report back. Command and control! Whatever work you are performing the micromanager is always looking over your shoulder and second guessing every decision you make.



**INCONSISTENCY**  
An inconsistent management style leads to the inability to set clear expectations and goals and these type of people have a “my way or highway” mentality.




**KEYBOARD WARRIOR**  
Hiding behind technology rather than having a face-to-face meeting to resolve issues.




**CREATES CONFUSION**  
Tell you what to do but not why its important. Guard information and treat it as power. They often contradict themselves or give conflicting instructions.



**INFREQUENT PERFORMANCE REVIEWS**  
Give you feedback once a year and then leave you second guessing for the rest of the year with no regular ‘check ins’ to see how you are performing against your agreed KPIs.



**NEVER HAVE TIME FOR YOU**  
A bad boss is rarely available. They are MIA when needed most, especially in times of crisis and never take time to answer questions.



**PUT THEMSELVES FIRST**  
Its all about me! A bad boss will never praise or encourage. They are quick to criticise and slow to praise.

This may well have given you some food for thought and even challenged your own perceptions of how a great boss should operate? Or perhaps it will flag some bad practices you yourself are guilty of and as such some key development areas you may need to invest in to make you a better, more effective leader?

Remember, by investing in a specialised and focused mentoring programme it will pay dividends, not just for you, but critically for your people and the wider organisation.

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Patrick Maloney is an experienced and respected leadership mentor. Patrick will push you to develop your leadership skills and realise your true business potential. To find out more and for a confidential chat **call Patrick on 07715 326502.**

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