



4 Ways to Deal with a Bad Boss

If you have ever quit a job because you didn't get along with your boss, you are not alone. A

Gallup Poll of over a million employees found how long workers stay at a job and how productive they are is determined by their relationship with their immediate supervisor.

While bad bosses make for good comedy, they are no laughing matter for those who have to work with them.

Why Bosses Go Bad

If you have a problem with a bad boss, the good news is that most supervisors and managers really want to do a good job. In most cases, if a boss isn't doing a good job it's because they don't know how.

Many supervisors were promoted to a leadership position because of their technical skills rather than an ability to manage people. Being promoted is a reward for someone who has done a good job. However, being a good worker doesn't necessarily mean someone will automatically know how to get good results from others.

For some people, being promoted can be a fearful experience. A new supervisor may fear losing control, losing face, and ultimately losing their job. The new supervisor deals with these fears by using tactics they think will work.

They may be overly controlling or try so hard to avoid being controlling they don't clearly communicate what's expected. They may be demanding and critical, thinking they need to act that way to get things done. Or fearing conflict, they may avoid giving any feedback.

If any of these traits describe your boss, here are 4 ways to deal with him or her:

1. Understand the problem

Recognise that, unless your boss is a bully, their behavior is probably due to ignorance. If you can see your supervisor as someone who is working with limited knowledge about how to manage, it may be easier to let their behavior roll off your back.

2. Try to support the boss

For as long as you choose to stay with your employer and work with your boss, do what you can to support them. You will be seen as a team player and may be able to advance in the organisation with or without your boss. As a bonus, many employees who start supporting a boss rather than rebelling find the boss's behavior improves.

3. Stand up for yourself

Supporting your boss isn't the same as being a doormat. Don't tolerate being yelled at or otherwise treated badly. Being assertive can often put a stop to unacceptable behavior. Some bosses have no idea how they have been treating someone until that person speaks up.

4. Look for a new job

If the situation does not improve, you may need to look for a workplace that does not tolerate bad bosses. Remember, you deserve to have a boss who treats you with respect.