

Are you a bad manager?

(and how to get on track to be a leader)

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[SeibCo eGuide, Volume 2](#)

Are you a bad manager?

Although bad bosses, leaders, or upwardly mobile professionals may not realize their management behaviors and attitudes get in the way of their businesses' results, most of their employees are well aware that they do. As a boss, what do you need to do to improve your effectiveness? How do you improve your relationships with your employees and others? How do you manage work responsibilities and projects for results that produce positive ROI?

You may not care about how others view you, but poor skills in managing people, projects, and financial responsibilities will have your boss or board considering replacing you. Hire a business advisor to work through these issues with you over an extended period of time. Take a qualified assessment to help you see the connection between your work habits and those of the people you manage. And participate in a qualified 360-degree feedback to better understand the workability of your management style.

While no one expects you to be perfect, having low scores suggests you need to pay attention to your own career so that your "bad manager" reputation doesn't derail it.

Honestly answer the following questions.

Use a Scale of 1 to 4 (1 = All the time; 2 = More often than not; 3 = Every so often; 4 = Rarely)

Do you:

1. Want to be liked and are less concerned about being respected?
2. Hold grudges?
3. Discredit people based on their gender, race, religion, age, or weight?
4. Ignore certain people's on-point solutions while valuing less-appropriate solutions voiced by those you like?
5. Force your own ideas as solutions to problems?
6. Blame others for poor results?
7. Take credit for good results, even though you had little to do with them?
8. Only do what you want to do and not what needs to be done?
9. Have anger issues that you have not managed?
10. Fail to follow through and follow up with employees, clients, vendors, and others?
11. Put off what needs to be done until it's an emergency?
12. View golf games (and other outside activities) as more important than your business responsibilities?

13. Value outside perceptions of your professionalism as more important than your employees' perceptions?
14. Justify spending money on your self-interests while overlooking the needs of the office or business?
15. Micromanage self-reliant people?
16. Fail to provide enough direction for those needing structure and guidance?
17. Fail to roll up your sleeves and get involved in a project or crisis?
18. Nitpick projects with untargeted or poor business questions?
19. Lack commitment to the business or job, wishing you were doing something else?
20. Only pursue ideas that hold interest to you at the expense of the company?
21. Become righteous about your hiring practices, discriminating based on appearance, age, race, or social status?
22. Discriminate against people who have real or perceived health issues, or family members who do?
23. Mismanage fiscal, human, and system resources?
24. Complain about others taking earned vacations while you take at least twice as much time off?

Score of Less than 35: You may wish to consider a different occupation with no management responsibilities. Contact your business advisor immediately before you are fired.

Score of 35 to 54: You may wish to consider a different occupation with no people management responsibilities. Contact your business advisor immediately before you are fired or sidelined.

Score of 55 to 79: With ongoing executive coaching, you may be able to improve your effectiveness. Contact your business advisor today to ensure you're doing the right things the right way. Taking a qualified job-fit assessment and a qualified 360-degree feedback assessment would be beneficial to your management and career development.

Score of 80 to 96: Congrats! You're a great boss. The bigger question: Would your employees truly agree? Taking a qualified job-fit assessment and a qualified 360-degree feedback assessment would be beneficial and help you continue to be a great manager.



To learn more about Jeannette Seibly, her other products and services, and to sign up for free her eNews, *Accelerate Success*, please visit www.SeibCo.com.

Past eGuide publications:

Volume 1: 5 Simple Steps to Improve Your Results (and Enjoy Being a Leader Again)

"Straight talk with dynamic results"

Contact Jeannette for a complimentary discussion.

Jeannette provides the following services:

- ☞ *Business Advisor* – Achieves dynamic results one-on-one with business owners and executives.
- ☞ *Management Consultant* – Manages people for results, designs strategic hiring and promotion systems for profitability, and uses qualified assessments for job fit.
- ☞ *Facilitator* – Transforms outcomes with management teams and boards of directors.