

15 Ways to Be a Better Boss

Becoming a good boss doesn't happen overnight.

- “So-so” bosses believe they have it all handled, with this attitude, they will inevitably fail.
- “Want-to-be” good bosses need to develop new habits, attitudes, and behaviors, but, don't know where to begin.
- “Successful” good bosses hire an external executive coach and an industry mentor for faster and more robust results. They become better bosses by working through the inevitable difficult situations and political relationships present in all businesses.

15 Ways to Improve Your Boss Style

1. **Know Your Employees.** Use a qualified job fit assessment. This objective data provides laser-like coaching, managing, hiring, and training insights.
2. **Talk Straight.** Saying what you mean and meaning what you say builds trust.
3. **Encourage Everyone to Share Ideas.** Listen to ALL of your employees' ideas and acknowledge them as valuable.
4. **Speak Up Last.** During meetings, have each team member share their POVs before offering your opinion. It minimizes “group-think.”
5. **Show a Positive Work Ethic.** Act the way you expect your team to act with honesty and integrity.
6. **Brag!** Brag about the results you and your team have accomplished, individually and as a group.
7. **Have Compassion.** Be kind and considerate when employees experience personal or professional challenges.
8. **Avoid Favoritism.** Remember, you're the boss first...not their friend.
9. **Set and Push.** Coach your employees to set realistic objectives and push to excel beyond the norm.
10. **Use Vacation Time.** Everyone needs to use their vacation time...including you.
11. **Stop Mind Reading.** Stop believing everyone should know what you expect. And, remember, you can't read their minds either! So, talk to each other.
12. **Be Present and Aware.** Paying attention is important and will uncover potential issues before they become a problem.
13. **Delegate.** When you base work assignments on employee strengths, they will produce better results than you.
14. **Avoid Gossip.** Participating in gossip hurts you and your ability to work with others. And, will always negatively impact your results.
15. **It's Not Personal.** When failures happen, remain calm, objective, and help employees find solutions.

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Jeannette Seibly is an award-winning champion for people and results. For the past 26 years, she has guided bosses and teams to excel. Contact Jeannette today for *straight talk with dynamic results*.

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