

Bad Bosses = Big Losses

Dr. Jayne Gardner

"I decided to stay where I am even though it was a promotion and raise," a seasoned executive told me last week.

Why?

"Because I love my boss. She takes care of me. My confidence has increased working for her. She always has my back. I feel good going to work every day...and I had a Bad Boss (BB) one time."

A second client this week:

"I am looking for another job!"

Why?

"Because I can't stand my boss! I hate coming to work now! Everyone in her department is looking to get out."

A third client this week:

"Should I make a lateral move to another job just to get out from under my horrible boss?"

Yes!

Why?

Bad Bosses (BB) can cause mental distress. Do you cringe and feel uneasy just thinking about your boss while you are driving home or cooking dinner? Does your boss put you down when he/she gives you feedback? Are you hypervigilant or shake in your boots when he/she walks up behind you? Do you dread getting up in the morning? Do you want to work from home more to avoid being around your boss?

A Bad Boss can create health problems like headaches, indigestion, or excessive fatigue. Bad Bosses can make you feel burnt out and *literally* make you sick.

Bad bosses can also stagnate your career. You may find it difficult to be recommended to receive a promotion, to get a referral for elite projects, or even to receive a pay raise.

Over the last 20 years of coaching executives, I can attest: Bad bosses *do* ruin your life!
My advice: **RUN**. Get out as fast as you can find another job!

And to those who hire and pay those BBs salaries:

Here is some information about why you should find them and fire them as fast as you can.

According to some research published by The Training Industry in an article in August 2020, businesses lose billions of dollars in lost productivity every year because Bad Bosses cause:

1. Higher attrition
2. Passive aggressive behavior with best clients
3. Decreased work effort and output
4. Low motivation and engagement
5. A nose-dive in productivity and performance
6. More mistakes
7. People problems
8. Lack of psychological safety
9. Low trust level
10. (What are some other traits you have defined?)

The Test for Leaving a Bad Boss:

The Rule of 3: Have you told more than 3 people that you have a bad boss? If so, you do, have a Bad Boss.

The Test for Firing a Bad Boss:

The Rule of 3: Have three of your leaders told you another manager is causing trouble with employees? If so, then check it out and if you find this to be true, **fire** them before you waste more money trying to **fix** them.

In truth, since I heard client stories about a bad boss three times in the last week, I felt it was time to fire off as fast as I could, an article for LinkedIn about Bad Bosses.

However, I also felt the need to give 7 signs indicating you have a Good Boss (GB). If you have a Good Boss, tell them that they made the list of what a Good Boss is like. Never hurts to butter up a good boss, to keep them on your side.

Good Bosses:

1. Raise your confidence level
2. Have your back
3. Make you feel good
4. Instill trust in them
5. Create loyalty
6. Inspire and motivate
7. Make you want to work harder

Let me know your thoughts about good and bad bosses!

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