

Top 3 Signs of a Terrible Boss



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Prepared for:
Professionals of all fields

Survey Date:
October 2016

Publish Date:
March 2017

Background

We all must have been climbing the work performance value pyramid and along the way we might have met many people traveling the same journey as we. When we talk with these people we often see more or less the same model, being talked about, of this chain of increasing value :

Tools > Processes > Methods > Strategy > Culture
Resulting into
Effective Performance Management

In particular we have seen people stressing upon objectives, KPIs, performance architects and OD etc within the context of performance management. However, there is another side of it which is found to be a missing link i.e. relationship of a supervisor and subordinate.

In this regard we have recently conducted a very interesting survey participated by more than 100 professionals. The survey intended to highlight three signs of a terrible boss as per respondents' own experiences.

Objectives:

The objectives of this mini survey are to determine and highlight top three signs of a terrible boss which adversely affect workplace performance and relationships resulting into dragging down teams' as well as organizational effectiveness.

Methodology:

Survey was conducted on-line through Survey Monkey in a semi-formal manner having 12 questions.

Participants:

More than 200 professionals from new entrants to director levels participated in this survey.

Survey Limitations:

This survey can produce limited statistics hence in depth analysis from different dimensions are not available.

DATA Collected:

We collected one form of data:

- Quantitative: Responses in the form of multiple choice questions which were converted into numbers and percentages.



Questions Asked

1

Boss is never, ever wrong

2

Your boss expects you to be like them

3

Your boss is a micro manager

4

Your boss hogs the lime light

5

They are quick to blame you for Mistakes, but rarely express gratitude when succeed

6

You are not given a chance to grow

7

Your boss lies

8

Your boss constantly changes their mind

9

Your boss has favorites

10

Your boss gossips

11



Your boss never discusses your future with you



12



Your boss throws tantrums easily

Results:

Results are based on the number of maximum votes/responses received against a particular question. Top 3 signs of a terrible boss are as follows:

- 


They are quick to blame you for Mistakes, but rarely express gratitude when succeed
- 


Your boss constantly changes their mind
- 


Your boss has favourites

Food for Thought

We feel this is one of the core areas where the true value is created through direct human intervention having humane impact i.e. supervisor and subordinate relationship, this is where the teams tend to struggle and this is where one can directly act on the culture to churn out desired performance.

Keeping above information in mind i.e. three signs of a terrible boss, we request and invite you to share thoughts as follows:

- 1 > Above signs of a terrible boss and personal branding of a supervisor for effective performance management.
- 2 > How can above identified signs, displayed through a behavior and as a missing link, adversely affect a well-designed performance management system.
- 3 > Please comment on a co-relation between a performance culture and above identified three signs of a terrible boss?

The survey is a volunteer semi-formal effort for the benefit of general public to get benefit from in terms of having productive discussions leading towards adoption of better behaviours and practices etc. at workplaces.