

WHAT KIND OF MANAGER ARE YOU?



Summary: *There are two kinds of managers that lead a team so find out what kind you are and what you need to improve to run a successful team.*

How do you want your team to think of you? As their boss or as their leader? Finding out what kind of person you are when it comes to leading a group of people is important. Just because you are managing a team does not automatically make you a leader. When you consider that having a bad boss is the number one reason for people to quit their jobs, you need to ensure you are not that bad boss. Learn to know the difference between the qualities a boss possesses and a true leader has.

A Boss:

Intimidates – A boss is concerned with showing his authority and demanding respect from their team instead of earning respect. This type of boss does everything in their ability to keep their power and control.

Hears – A boss takes input from their team but will not act on it. They believe the only thing their team should be focused on is working without the need for feedback.

Watches – A boss watches everything and everyone. There is nothing that gets past them. They see every move their team makes in addition to analyzing every mistake. They criticize their team and threaten them when they perform poorly.

Commands – Bosses bark orders such as “Get it done by Friday,” with the expectation that their team will fulfill the requests – no questions asked. If a project does not get done on time, he puts the blame on them, scolding them for their failure.

Hands Off – Bosses make decision but leave the work to their team. They could care less about the status of their team’s work unless it directly affects them. They have a hands-off style of leading their team that ultimately can ruin the projects outcome.

Unclear, Impossible Goals – A boss demands their team to meet their goals at any cost. Their ever-changing mood determines what their goals are, leaving the team unsure of what the actual goals are. The team is afraid to ask questions so they end up wasting time figuring out the priorities.

Nagging – A boss feels that work comes first. They expect to be able to reach their teammates whenever. They do not accept any excuses of why a project cannot be done correctly when they demand it.

“I’m Always Right” – A boss thinks they know what is best and no one should ever question their authority. A boss is not capable of running a successful or happy team until they change how they lead their team.

A Leader:

Inspires – A leader will inspire their team to grow and learn. They will challenge their team by acknowledging their strengths and helping them improve their weaknesses.

Teaches – Leaders look for ways to improve their team. They praise their successes and don’t hesitate to jump in and help when problems arise.

Inquires – A leader will ask their team if they are able to finish the project by Friday. They make sure their team has the time and resources to finish a project instead of just assuming. They will also find ways to help without trying to put blame on anyone.

Listens – A leader listens to their team, knowing their success is affected by their team’s success. They will constantly asking for feedback, taking action when the feedback raises concerns. They know new ideas are seen as valuable as their own.

Hands On – Leaders allow full autonomy but knows when he needs to get involved. Their team will report problems immediately, instead of trying to cover things up because they are afraid to say something. They understand the importance of dealing with problems quickly and appropriately. When required, they can dive in to show the team how things are done.

Clear, Realistic Goals – Leaders make their top priority ensuring everyone has a common goal. They make team objectives and key results to get everyone on the same page.

Supportive – A leader will understand their team’s desire for a work/life balance. They will encourage their team to take a break when they need it. They respect a teammate’s time off and plan projects accordingly.

“Let’s work together” – Leaders knows they are student as well as a teacher. They want feedback on how they can improve their leadership skills, communication, and ability to be a team player.

Which kind of manager are you? Tell us in the comments below.

To learn more about how to be a good leader, read these articles:

- [Want to Be a Great Leader? Learn to Listen](#)
- [Five Traits You Need to Be a Leader](#)
- [Improving Engagement & Well-Being through Focused Leadership](#)

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