

TAKE A BREAK AND LEARN SOMETHING NEW

3 bad bosses to avoid

There's nothing worse than finding a great job, only to later realize you will be managed by a not-so-great boss. Performance experts Antoine Gerschel and Lawrence Polsky, authors of Rapid Retooling and managing partners at the global team consulting firm PeopleNRG, share these ways to spot three types of bad bosses you probably won't want to work for.

1. Bully boss:

They are brash, insulting and get work down through intimidation. Ask to speak to a future peer before accepting a position. If they say no, this is a clue. If they say yes, ask about the best and worst part of their leadership style. Listen to descriptions like: very passionate, strong-minded, on a mission ... and watch body language for discomfort and fear when talking about the 'worst' part. Exception: If they are a Steve Jobs type (a bully with a mission you resonate with), you may decide to work for them if you think the mission will be worth the pain you will endure along the way.

2. The over-sharer:

They talk too much and shut down everyone in their team. It is hard for them to share power and build teamwork. Employees become disengaged over time. In the interview, they will spend a lot of time talking, telling you about their thoughts and ideas, and have little time for you to speak or ask questions.

3. Political people-pleasers:

The extreme dysfunctional example is Michael from the TV show "The Office." They are nice, overly nice. Ultimately, they are not the winners in the organization. They cannot take a stand on important issues for fear of upsetting people or looking bad.

In the interview they will be very polite. They will spend a lot of time smiling and asking you about yourself, your experience and feelings on topics, personal and work related. When you ask them, "What is the most important skill people need to succeed here?" They will say something related to getting along and building relationships.

"Lack of decisions leads to an overflow of projects and people overwhelmed with new initiatives," Lawrence adds. "A person who is not willing to take a clear stand will never be a good boss." 

Lawrence Polsky and **Antoine Gerschel** are experts in team building, and are Managing Partners of PeopleNRG. Leadership and team building is all about creating a dynamic team that works well together and capitalizes on each team member's knowledge, talents and abilities. Learn more at PeopleNRG.com.

