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10 INDICATORS

of a Bad Manager

When you hire or promote leaders, you trust that they can effectively manage employees, promote productivity and foster a positive workplace culture. Unfortunately, the behavior and leadership skills a business owner sees in their managers can be different from the behavior of which lower-level employees are on the receiving end. In

some scenarios, an employer may not realize they have a bad manager in their organization until they've lost valuable employees. Voluntary turnover can be costly for employers, so it's important to identify and mitigate anything that might further contribute to it.

Employers should make themselves aware of the following 10 signs that may indicate a bad manager is among their leadership staff:



1

THEY MAKE EVERYTHING ABOUT THEMSELVES.

You might hear a lot of “Well, I think...” and “I thought we should...” and so on. A bad manager thinks only in terms of themselves. They want the credit for any accomplishments in their department, even when their employees helped them get there.

2

THEY DON'T TAKE ANY BLAME WHEN THINGS GO BAD.

Alternatively, bad leaders tend to blame their employees when something goes wrong. Good managers accept fault when things go bad, knowing that their employees successes and failures are due, in part, to their management skills.

3

THEY THINK THEY KNOW IT ALL.

No matter how high up in an organization someone may be, there is always something new that can be learned. Someone who thinks they already know everything tends to be more closed-minded and unwilling to change their perspective, which can cause issues both with the employees as well as with the success of the department or business.

4

THEY DON'T COMMUNICATE.

Poor communication is one of the main hallmarks of a bad leader. Poor communicators tend to get upset when no one understands their vision or strategy, yet they don't make the effort to ensure that their ideas were properly communicated to everyone involved.

5

THEY DON'T LISTEN.

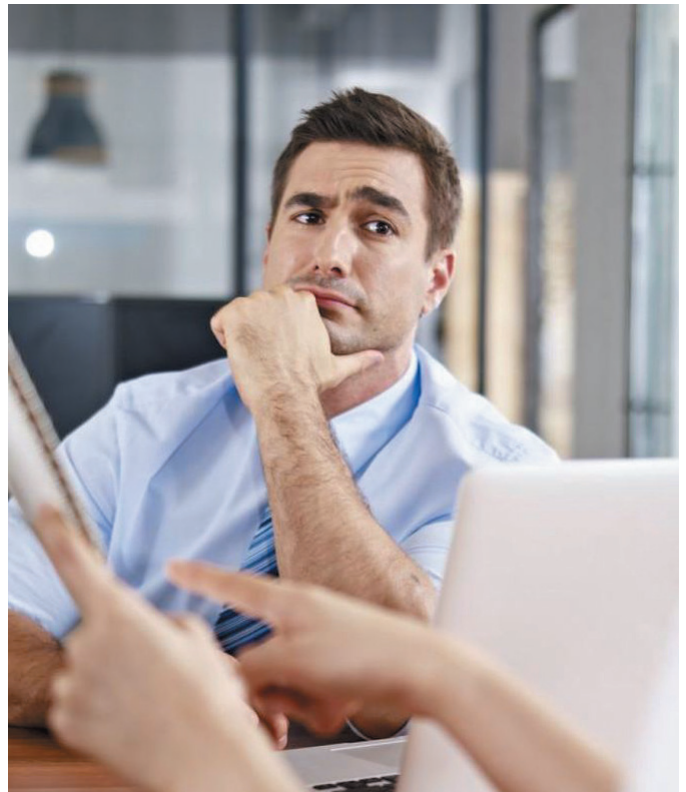
Communication is a two-way street, and in order to foster a culture of teamwork and employee loyalty, managers should be good listeners. When leaders don't take into account the ideas and advice of their employees and others around them, it creates a bad work environment for everyone.



6

THEY'RE CONTROLLING.

Micromanaging is one of the most damaging traits a leader can possess. It often stems from control issues, and the feeling that they can't trust anyone to do as good of a job as they can do themselves. This type of management style not only hinders employees from growth and development, it can also foster resentment towards the leadership.



7

THEY LACK EMPATHY.

While being too nice is not a great management skill, it's also possible to be too cold and disconnected from your employees. Bad managers often lack traits such as empathy, humility and kindness; which in reasonable amounts are essential traits to maintaining positive relationships with employees.



8

IDENTIFY SKILLS GAPS WITHIN YOUR COMPANY.

Knowing in advance which skills the employees and leaders in your organization need to develop more of is essential to ensure they are prepared to grow with the company in the future. Regularly perform skills gap analyses, for both individuals and as a team/company and track the results to identify the most crucial needs.

9

CREATE PERFORMANCE AND DEVELOPMENT PLANS FOR EMPLOYEES.

Performance and development plans are not just for poorly-performing employees. Work with all employees to create plans that incorporate their goals and offer responsibilities that will help them to meet those goals.

10

THEY'RE NOT FULLY INVESTED.

They may be invested in their paycheck, or in being in charge, but bad managers are not fully invested in their company or their employees. Great leaders support, mentor, and coach their employees, and treat them like they really care for them. They want everyone to succeed, because ultimately that means the company is succeeding, not just themselves.

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