

What Your Team Appreciates From Their Bosses

If you could offer your boss three pieces of advice what would you say?

I recently asked my clients and other readers of my weekly leadership posts to spend a few minutes filling out a survey about that.

Two weeks later, I followed up with a more positively framed survey, asking respondents what three qualities and practices of their bosses they particularly valued and appreciated.

Interestingly, both surveys produced very similar responses. Here is a summary of the most common responses:

1. Attentive listening - people want to be heard, to feel their ideas matter.
2. Be honest and open – clarity is very important, level with us.
3. Trust – essential for quality relationships, for a winning organizational culture.
4. Timely feedback, appreciative and constructive, it's the lifeblood of teamwork.
5. Speak well of us to others.
6. Help us learn, grow and succeed, to advance.
7. Ask for our ideas and feedback.
8. Integrity – while almost assumed, we all know it's essential.
9. Accessibility – come out of your office; come speak with us, that's an open door policy.
10. Be encouraging and fun, appreciate our hard work, and recognize our successes.
11. Be composed, level headed when stressed, it helps us.
12. Include us in decision making when you can
13. Display your humility, it is with foundation of growth; let us know you want to get better every day, because we do.
14. Be a good communicator, be clear, tell us what you can, not just on a need to know basis.
15. Recognize the importance of conversations and quality relationships.

Any surprises? I don't think so. When I sit back and think about these responses, they track exactly with what I hear regularly from my clients in my leadership consulting and coaching practice, and definitely with the feedback I see offered to bosses in 360 assessments.

Think about these qualities and practices. Pretty simple, yet in the face of the crazy busy days we have in our work and the volumes of information coming at us, we have to bear these in mind.

The good news is that this is all Common Sense!

About The Author



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