

The following is an excerpt from an article written for BIS, an affiliate of Technovate out of Toronto, Canada.

Wish You Could Fire Your Boss?

How to Improve Your Relationship with Your Boss

By Danielle Dresden

Chances are you've worked for at least one. Maybe you're working for one now and the situation is affecting almost every aspect of your life, from your job performance to your free time to your physical health.

We're talking about bad bosses here, and they seem to be a problem as pervasive and problematic as bad weather.

However, you can do something about a bad boss, and not all your choices involve polishing up your resume.

The Scope of the Problem

If you have a boss who goes ballistic, blames others for her problems or seems essentially incompetent, learning how common bad bosses are might not make you feel any different, but it will help you put your problems in perspective.

And being better informed can help you strategize and implement appropriate corrective action.

After author Harvey Hornstein, Ph. D., interviewed nearly 1,000 employees for a 2001 Delta Road survey, he concluded that 90% of the U.S. work force have experienced abusive behavior from a supervisor at some point in their careers.¹ Fully 80% of those surveyed said their boss was a bad manager and 70% said their immediate supervisor "had no clue."

Other studies also show how pervasive bad bosses are, and highlight specific problem behaviors. A Management Issues.Com study found that 40% of those surveyed worked for bad bosses, 39% said their boss failed to keep promises, 37% said their bosses didn't give credit when appropriate, 31% said their bosses gave them the silent treatment when irritated, 24% said their bosses invaded their privacy and 23% said their bosses blamed others for their own mistakes.²

Human resources expert Susan M. Heathfield drew 11,642 voters to her website poll at Humanresources.about.com and found that 36% said their manager provided little direction, 23% said their manager micro-managed and nit-picked, 16% said their manager belittled and put down staff, 10% said their manager offered little or no recognition for success and hard work and 8% said their manager seemed to make decisions based on whim.³