



INSPIRATION

During a leadership course at Harvard University the class had a conversation about what makes an effective or ineffective boss. As the list grew, I noticed similarities between an effective boss and an effective leader. Here is the list:

Effective Boss

- Team Builder
- Gives you room to grow
- Recognizes good work
- Motivates others
- Enthusiastic
- Admires your contribution
- Balances how much support and autonomy to give
- No job too small- pitches in
- Honest and straight forward

Ineffective Boss

- Not open to new ideas
- Unorganized and unfocused
- Controlling
- Unable to take responsibility for their actions
- Judgmental
- Unmotivated
- Insecure
- Lack of domain expertise
- Unpredictable and inconsistent
- Difficulty delegating
- Unskilled at giving feedback
- Uncommunicative

Do you know how your direct reports see you? Are you on their effective or ineffective list? Ask. The answers could guide you to your next level as leader.

-Gina

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