

DOES YOUR BOSS SHOW YOU RESPECT? ARE YOU VALUED AT WORK?

NINE LIVES CONSULTING 
Career Navigator



The single largest reason people leave employers and jobs is to escape their boss.

This translates to: I am not respected, hence appreciated or valued, by my boss.

When you are in such a situation, you are stressed and consequently work neither in your most efficient nor your most effective way. This leads to unhappiness, insecurity and conflict, both at work and home.

For some, they blame themselves for their lack of success, this attribution is rarely correct or identifying the real issue, more often it is due to the mis-match between their work style and that expected by their supervisor and/or the organisation's management.

How do you assess this to identify that this mis-match is the main issue?

In the workplace, there are many different ways of interacting and every person has differing needs and requirements to feel respected.

The checklist below can assist identifying where the problem, if one exists, may lay and how serious it is for you.

This list does not include inappropriate or illegal behaviour by your supervisor and/or the organisation's management as that is an entirely separate issue.

1. Review the Contents of COLUMN 1 to add any issues you think are relevant to your situation.

2. Score each aspect on two counts on the way your boss interacts with you.

- COLUMN 2 and COLUMN 3: IMPORTANCE: 0: not important to you at all, 10: extremely important to you.
- COLUMN 4: CURRENT PERFORMANCE : 0: very poor/low performance, 100: top performance.

Respect from your boss checklist

Column 1	Column 2	Column 3	Column 4
BEHAVIOUR ASPECT	IMPORTANCE 0-10	CURRENT PERFORMANCE On issues with importance of 0-5.9	CURRENT PERFORMANCE On issues with importance of 6 or more
PERSONAL INTERACTION			
Frequent			
Impersonal (<u>work</u> issues only)			
Personal, broader than just work			
Infrequent formal only			
Rarely			
Response to request/help is rapid and helpful.			
Response to request/help is delayed or unhelpful.			
CHANGE			
Instructs/orders you			
Involves you (collegiate)			
ROLE			
Clearly defined and adhered to			
Clear description of tasks and			
Clearly stated authority level			
Loosely described tasks and responsibilities			
Role can change frequently			
PERSONAL DEVELOPMENT			
Boss not interested in your development			
Very supportive of your development			
REMUNERATION			
Pay is commensurate with role			
WFH equipment provided			
Variable components are realistic			

FEEDBACK			
Constructive			
Never			
Frequent			
<u>Regular</u> , scheduled			
Irregular as appropriate			
Recognition of skills and gaps			
Recognition of contribution			
AUTONOMY			
Able to organise your own time			
Performing to a provided schedule			
FLEXIBILITY			
Organisation is supportive of flexibility			
Rigid in requirements			
WORK LOADS			
Realistic and monitored, fills a week.			
Very demanding timeframes			
High workload, requires more than 40 hours/week			
Unrealistic timeframes imposed			
DECISION MAKING			
Ponderous			
Response is realistic and prompt			
Incomplete /indecisive			
RECOGNITION			
Never happens			
Superficial/insincere			
Genuine acknowledgement			
Tangible rewards			
AUTONOMY			
No discretion, strict rules			
Freedom to complete tasks as see fit, clear boundaries			
Some freedom			
RECRUITMENT			
Proceeds to plan with frequent updates			
No feedback or forward advice			
Superficial process and interviews			
TOTAL			
AVERAGE			

Issues which are allocated an **importance score greater than 6** are key to identifying whether you are **respected and valued by your boss**.

Now,

- **Column 4 ; Calculate the TOTAL for the performance scores for aspects that have an importance of 6 or more.**
- **Column 4; Calculate the average score by dividing the TOTAL score by the number of entries.**
- **Interpretation.**
 - **For the “Important” issues**, any individual score **below 75%** is a warning sign that it is not ideal and these items need to be assessed as to what tactics can be applied to improve the score, or is it terminal?
 - For **full list of the “Important issues”**(Column 4), an average score of :
 - **Above 75%** , indicates a suitable working environment
 - **50%-74%**, some issues need to be assessed to ascertain whether they can be fixed or do you need to move.
 - **Below 50%**, too many problems, very likely not good for you to stay.
- **Trust you own judgement.**