

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 (work 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			
Regular , 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			

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