10 horrible bosses (and how not to be one)

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All (or almost all) of us have had a boss like something out of a horror movie. In our life as employees, it is very easy to run into one of these beings that take away our desire to work and make us tremble every time the phone rings.

Now that you are the boss, it is important that you are aware of this and avoid making these mistakes that will lead you to lose the trust and respect of your team. Here are the 10 horrible bosses that exist and what to do not to become one.

1. The perfectionist

For this type of boss, only he is right and everyone else does things wrong. From the beginning it hopes that you are wrong and only waits for the moment to point it out. Think that things can only be done in one way (yours) and correct everything you deliver. He has no confidence in his team and his mentality is “if I don’t do it, things don’t work out”.

How to avoid being one of them: Trust your team. Accept that nothing in life is perfect and that it doesn’t have to be. Try to be open to new ideas and new ways of doing things. If you let your collaborators work in their own way, you could be surprised and get great results.

2. The “friend”

These bosses are so concerned with creating a friendship with their subordinates that they put work and seriousness aside. They have zero authority and want to feel “like one more” within the team. He often jokes and jokes with his collaborators and goes out for drinks with them every week. Fitting in and being liked by his employees is so important to him that he is willing to sacrifice productivity and leadership.

How to avoid being one of them: Understand that you are not their friend. It’s okay to have good relationships with the people you work with, but you have to learn not to cross the line. Don’t let them lose their respect for you; Earn their admiration and trust with your attitude and your actions, not partying with them every weekend.

3. The Cantinflas

This type of boss stands out for talking a lot and saying nothing. His words are full of straw and he constantly calls meetings just to talk and talk without aim. When he gives feedback or explains a task to be done he says ambiguous things and does not provide clarity or understanding. He likes to make pointless speeches and have empty conversations.

How to avoid being one of them: Define what you want to say. Before attending a meeting or giving a presentation make sure you know what the goal is and how to achieve it. Remember that for your team to do its job well, you must be clear and avoid wasting valuable time.

4. The tyrant

This boss loves to cause fear . For him, his employees are a kind of servants who must please him and follow his instructions to the letter. He is happy causing fear and making people feel less. Sometimes he even humiliates the person, because in him it is common to yell and scold someone in front of others.

How to avoid being one of them: Understand that fear is not equal to respect. By generating fear in your people you will not achieve anything; They will never approach you and you will always have a false view of your business. You must leave your ego (or your insecurity) behind, and consider your employees for what they are: human beings with dreams, aspirations and ideas.

5. The operator

Generally this type of boss is a workaholic and wants everyone to be. He has no personal life and thinks that, therefore, neither do others. It is the typical one that calls you on weekends and asks you to stay at the office late. He is fascinated by stress and is not concerned about the health or balance between personal and professional life of his employees. He asks for more than he needs and in his mind work is the only thing that exists.

How to avoid being one of them: Have a personal life. Start with yourself: it is likely that in recent years you have had to leave your family and friends to get the business going, but it is time to find a balance. Take care of your health and your relationships and be aware that your team needs to take care of them as well.

6. The bipolar

Laugh, cry, scream, get excited, throw the pen, hit the desk … these bosses are weapons to take. For them, there is no emotional intelligence. They show red-hot all their feelings because they believe that it is “necessary” to share them with others. It is common to hear him scream when someone makes a mistake or even cry when things go wrong. They are like little children who love to throw a tantrum.

How to avoid being one of them: Increase your emotional intelligence. Before reacting, calm down and think about how to act. Don’t let your emotions dominate you; learn to think with a cool head and not to make decisions on the impulse of the moment.

7. The blackmailer

He is the boss who says what people want to hear but don’t really believe. He wants to please everyone but in reality he keeps making promises and commitments that he cannot keep. He also likes to put weeds; he does not care that people within his team confront each other, as long as he washes his hands and looks good with both parties.

How to avoid being one of them: Be honest. Don’t give false hopes or promise things that you can’t keep. Remember that your word is a valuable weapon and that you should not waste it senselessly. Only by keeping your promises will you become a trusted and respected leader.

8. The lazy

It is a very different thing to be a micromanager and quite another to be completely absent from what is happening in your company. This type of boss is the one who “trusts” too much; that is, you never do anything and expect your team to solve everything. Every day he is late and is always talking on the phone. When you ask him about a topic, he almost never knows how to answer it. He is irresponsible and things matter little to him. He does not like to work and is distracted or yawning in front of the computer.

How not to be one of them: Follow your passion. If you are not doing your ideal job (especially if you are an entrepreneur), it is time to jump ship. Remember that you are the example to follow, so be the first to arrive at the office and spread optimism with your team.

9. The stalker

He’s one of the worst types of boss. Many times he takes advantage of his role of “authority” to flirt with his subordinates or subordinates. You like to bully others and feel you have the right to do whatever you want.

How not to be one of them: Respect the people who work with you.

10. The insecure

This type of boss can present himself in two ways: being highly arrogant or being too shy. In both cases, the problem is insecurity. The former expresses it by being rude and insulting others. Putting people down makes you feel better.

And the second is always seeking the approval of others. He is unable to make decisions for himself and doubts all his actions.

How not to be one of them: Have confidence in yourself. Be aware of your abilities, but also your flaws and work on them.

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