

HOW A MANAGER'S ATTITUDE CAN RUIN AN EMPLOYEE'S DAY



New research has found that in many organisations a manager's mood dictates the workplace climate – with favouritism and trust-issues also blighting UK offices.

The study, by the Institute of Leadership & Management, found that 50% of leaders allow their mood to impact employees' work.

40% regularly showed favouritism in the workplace, whilst a fifth of leaders failed to build trust with colleagues.

With authenticity as a leadership trait receiving increased media attention over the last 12 months, managers that fail to demonstrate this characteristic may find themselves under even more intense scrutiny.

Surveying over 1,200 UK workers, the findings also suggested that over a quarter of staff thought their leaders were using career standing for personal gain.

Phil James, CEO at the Institute of Leadership & Management, says: "Real authenticity is not measured by the amount of outrageous things you can say to appeal to your target audience. It's not about saying what people want to hear. Authenticity and its role in leadership runs much deeper - it is far more nuanced.

"Leaders can practice the fundamentals of authentic leadership by being self-aware and making time for self-examination, taking note of lessons learned through challenges, and carefully considering and integrating feedback from others"

REF: Business Grapevine – 14th Feb 2017 – Daniel Cave

What is Authentic Leadership?

Authentic leadership is an approach to leadership that emphasizes building the leader's legitimacy through honest relationships with followers which value their input and are built on an ethical foundation. Generally, authentic leaders are positive people with truthful self-concepts who promote openness. By building trust and generating enthusiastic support from their subordinates, authentic leaders are able to improve individual and team performance.

This approach has been fully embraced by many leaders and leadership coaches who view authentic leadership as an alternative to leaders who emphasize profit and share price over people and ethics. Authentic leadership is a growing area of study in academic research on leadership which has recently grown from obscurity to the beginnings of a fully mature concept.^[1] That said, many foundational papers on this topic have recently been retracted or called into question because of issues surrounding the reporting of data and the inability of the authors to produce their original data

Ref: Wikipedia

If you want to know how your Manager's interact with their staff and how effective they are at team building, or how they are dealing with day to day management, then using psychometric assessments can help.

*Diane Southwick is qualified in both **A & B level psychometrics** (behavioral and aptitude) and can suggest assessments for your managers and teams to identify likely troublesome areas and areas that may need attention and development.*

Contact Diane on diane@dsaexecutive.com or 01675 443577 for an informal discussion.