

## How to Show the Boss You'll Make a Good Leader

Whether you feel you're just steps away from going into management or you've just recently launched your career, it's not too early to ask yourself: Does my boss think I have what it takes to be a good leader? Odds are high the answer is yes.

According to a Robert Half [survey](#) of CFOs, 85 percent of respondents said they are confident their millennial workers (those born between 1978 and 1999) have leadership qualities and are ready to assume higher positions. Management has a responsibility to train staff, retain top talent and maintain the succession pipeline. So how do you get them to pick you for [payroll management jobs](#)? Start by improving your relationships with the boss and building your leadership skills. Here are some ideas:

**1. Consider your boss's point of view.** Staff-level employees often aren't privy to the big picture. As such, they may not understand why executives make certain decisions. For example, when management decides to accept a buyout offer from a competitor, try to see that action from their perspective: such as the company's need for a cash infusion. If you still don't understand, discuss it with them in private rather than [spreading gossip](#). Your professionalism will strengthen your relationships and demonstrate your leadership qualities. You may even get a taste of the hard choices management has to make.

**2. Take on more responsibility.** Show you'll be a good leader someday by taking on increasingly challenging tasks that require [soft skills](#) like initiative and critical thinking. For example, if your payroll department wants to move toward [cloud-based financial](#) software, volunteer to serve on the committee that researches vendors. Do you have a great idea for improving payroll communication with company employees? Share it with your supervisor.

**3. Keep learning.** Leaders understand the need for constant self-improvement — for themselves and their staff members. If your goal is to climb to the top, take advantage of as many in-house educational opportunities as you can. To enhance your leadership qualities, ask your boss to send you to industry seminars, workshops and conferences. Regular [professional training](#) is invaluable for becoming a good leader.

**4. Welcome feedback.** From quick emails to the annual [performance review](#), your manager's feedback is critical to your progress. If your boss is a good leader, you'll get not only praise but also impartial and constructive criticism. While constructive criticism can sometimes be hard to hear, don't show signs of defensiveness, hypersensitivity or denial. Instead, listen intently, ask clarifying questions and thank your boss for the feedback. Reassure him or her of your commitment to the job, company goals and expectations for your role.

If you're lucky enough to work under a good leader, you have a prime opportunity to gain valuable hard and soft payroll skills. That should be motivation enough to have a positive relationship with your manager. Watch what they do, ask informed questions and let them serve as your role model in your quest for the corner office.

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