

## Beating the Bad Boss Blues

Do you have an unbearable boss? You're not alone. Nearly half (46 percent) of employees say they've worked for an unreasonable manager, according to a survey by our firm.

While there's no single approach for curing the bad boss blues, there are steps you can take to improve your relationship — or at least cope a little better with it. Following are three common types of insufferable supervisors, along with tailored tips for dealing with them:

**The Micromanager:** Rather than delegate assignments, the Micromanager tells you exactly how, when and where to complete each task. When this overbearing boss isn't peering over your shoulder, the incorrigible meddler is hounding you for yet another project status update. Instead of empowering you to produce quality work in a timely fashion, the incessant interventions and inquisitions only slow you down.

*Tip: Trust is the key. Gain your manager's confidence by providing pre-emptive updates and paying close attention to even the tiniest details. You also might (politely) request more autonomy. Frame the discussion around your desire to grow professionally, not your frustration.*

**The Glory Hog:** This self-serving supervisor takes credit for your hard work, but accepts no responsibility when things go awry. This brazen spotlight stealer never heard a bright idea that couldn't be passed off as his or her own.

*Tip: Sometimes it's your job to make the boss look good. But if a pattern of blatant credit-thievery emerges, begin documenting your achievements on paper, presenting ideas in writing or unveiling them publicly in staff meetings. In addition, you might ask the Glory Hog what you can do to ensure your efforts are recognized. You'll make your point without accusing him or her of unethical behavior.*

### **The Unclear Communicator**

Confusion reigns supreme when working for this boss, who provides little or no direction and frequently launches into a topic that is new to you as if you already knew about it. Assignments often have to be completed in a mad dash at the last second or, even worse, scrapped and redone because objectives and deadlines weren't clearly outlined.

*Tip: Explain what you need in terms of context and feedback, asking your manager for all the pertinent details at the outset of assignments. Point out that having more information upfront will spare everyone headaches later. Arrange to check in periodically, and ask additional clarifying questions as they arise.*

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