




Turn Your Boss's Attitude Around

Your boss just doesn't appreciate what you do. Or, if he does, he certainly doesn't let you know. Usually you know when you've done something wrong, but he never compliments a job well done or notices the hard work you put in. It's frustrating working under those conditions and you tell him so. But he doesn't see your point, and he thinks his management style is just the way it should be. So what do you do when you know your boss needs an attitude adjustment but he doesn't think so?

Dr. Noelle Nelson, Ph.D., author of *The Power Of Appreciation In Business* identifies this as a situation that often takes time to fix. As an employee you may have a more difficult time eliciting change because you don't have the authority that someone above your boss does. She suggests there two approaches you can take in this situation:

◆ **Go up the ladder.** Talk to your boss's supervisor. Not in a complaining way, but tell her you've been looking into some techniques that might help your boss. Explain your concern in a polite and non-confrontational manner. Present your ideas on what types of training your boss could use and leave it to her to implement these changes. This will also show her that you are a motivated and committed employee.

◆ **Lead by example.** Emulate the behavior you want your boss to pick up on. Put your great skills to work and make sure you set the example that you want others to follow. This method will usually take longer than if your boss's manager simply sends him to a management training course. But in the meantime, you'll be setting a positive example, and perhaps some of your good intentions will rub off on your boss. ■

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