



## HOW AM I DOING AS A SUPERVISOR?

How do you rate yourself as a supervisor, and more importantly, how do your employees rate you as a supervisor? Is it the same? The below questions reflect on what it takes to be an effective supervisor.

1. Do I share my expectations and visions with my employees so they know what to do and where they fit into the big picture?
2. Have I ever avoided confronting employees for poor performance, not as much for their technical skills but for their people skills?
3. Have I ever lost my cool and blasted an employee in private or in public?
4. Do my employees avoid bringing problems and issues to me because they are afraid of me?
5. Have I ever played favorites within my team where I give more attention and enjoyable tasks to the ones I like better?
6. Do I micromanage by placing a magnifying glass on everyone's work, making certain it's completed my way and not allowing them to make any decisions on their own?
7. Do I ever give positive feedback and have one-on-one mini performance reviews throughout the year instead of just during once-a-year annual reviews? And do I complete annual reviews on time or wait months until I can get to them?
8. Am I secure enough to empower my employees to develop their skills and become the best performers they can be?
9. Do I give credit where credit is due and not pretend my employees' ideas are my ideas?
10. At the end of the day, do my employees feel appreciated for working with me?

*Psychology Today* reported, "According to a recent Gallup poll, a bad relationship with the boss is the number one reason for quitting a job. Supervisor problems outpace all other areas of worker dissatisfaction, including salary, work hours or day- to-day duties. And employees leave supervisors, not companies."

Effective supervisors develop and empower their teams and themselves to evolve into high-performance individuals. Even if their own supervisors are not treating them with respect, they rise above it and become part of the solution, not part of the problem. They also hold the "bad apples" accountable and terminate them if necessary. With today's diverse workforce operating under rapidly changing environments, you can no longer afford to lose your very own talent to your competition. Look within.

Nancy Stampahar, founder of Silver Lining Solutions®, is an author, consultant, speaker and trainer. Her business provides professional development training and keynote speaking services.

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