



10 Tips On Earning Respect As A Boss

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Respect is unfortunately not something simply handed to us on a silver platter. It is a crucial leadership quality that must be built and earned over time - especially when you take on a new leadership role. Without respect from those around you, it could be difficult for you to accomplish your job effectively and have efficient co-operation from your employees. Unfortunately, there is no easy 5-step method for gaining respect as a Manager, however, it's "the small things" that get big reactions from employees are often overlooked by members of management:

1. Have a Positive Attitude

People rarely respect negative leaders.

2. Be Available to Employees

Don't just stay hidden away in your office - have an open-door policy to show that you are available to your employees; make time to get to know them, talk with them and ask their opinions and feedback. Employees hope that bosses are approachable enough when they need to air any issues or problems they may be facing in the workplace.

3. Offer to Help a Staff Member

When you walk through your work area and notice an employee who desperately needs assistance or is struggling with bags and books, offer some. Step in and be a team player. It won't go unnoticed.

4. Tell Staff What to Do, Not How to Do It

Effective delegation is a significant part of becoming a good Manager of people. Understand that employees are keen to develop and enhance their existing skillset, so when you delegate, give them an important task to accomplish. Ensure your instructions are coherent and are clearly understood. Then stand back and let them figure out how to do it and be there to assist when you are asked for advice or your opinion. Don't just let them drown when it's obvious they are struggling to swim! When you tell employees how to do something in the way YOU believe it should be done and then tell them how to do it, they feel mistrusted and perhaps worthless that you didn't believe they were able to be pro-active or use their initiative themselves.

5. Value Differences

Don't hire people just like you. Bring in and train unskilled people and give them the opportunity to learn and grow within your organisation. Show you value everyone's differences by asking for others' feedback and suggestions and encourage everyone to work together to build morale and work as a team.

6. Listen Actively

When employees talk with you, show interest and enthusiasm for their thoughts. Be with them in their moment.

7. Laugh and Have Some Fun Occasionally

Don't take everything so seriously that you can't laugh on occasion, regardless of what's going on within the organisation. When pressure is mounting and everything needed to be done yesterday, a little lightheartedness can make the work much more enjoyable. When you laugh, it also shows you are down-to-earth, approachable, and human - just like the rest of us! And that goes a long way with employees.

8. Share Compliments

Ensure you compliment your staff on a job well done. Make sure the compliment is sincere and not just a grudgingly generic passing comment which won't be appreciated. It is always best to share a compliment when the job well done is fresh. After or even during a presentation that is going well with one of your employees, giving a thumbs-up sign or simply a smile and nod will make their day.

9. Know What You Want

It is difficult to respect someone who is not sure themselves of what he or she wants or where they're going and who doesn't and can't communicate visions, goals or tasks effectively.

10. "Walk the Talk"

If you say you, or the company is going to do something...ensure you do it!