

# Tips for Managing Your Boss

By Marsha Egan

Doing great work may not be enough to get on your boss's good side.

Many people confuse focusing on the task with the need to build a mutually trustful, synergistic relationship with their bosses. Unfortunately, many employees expect their managers or supervisors to notice all of their accomplishments, and actively promote the employee's career. I challenge you to take responsibility for your own career, and not assume that your boss is actively involved in your career development.

One of the best things an employee can do is to have a positive and supporting attitude toward their management. When the boss knows that the employee has not only their own interest at heart, but the team's and the manager's, synergy can be built. This is not to say that employees should be a 'yes-people.' Managers and supervisors value independent thinking and differing viewpoints. When an employee and his/her manager have a relationship that is a mutually respectful partnership, good things happen for each of them.

By taking charge of your career, and your relationship with your manager, you will take proactive steps to build the trust that is needed for both of you to take your organization forward. It becomes a win-win.

"But I don't want to appear as though I am flattering my boss, or bragging," worries the typical employee, "how do I manage that?" My best advice to provide sincere support and timely information. Done in a friendly way, it should never be considered flattery. And if you never market yourself, who will?

Taking responsibility for your relationship with your manager, instead of expecting him or her to do it, is one key aspect of taking responsibility for your career, and ultimately, your success. Just remember, bosses are people too - they appreciate working with people they know and trust.