

HOW TO BE A GOOD

BOSS

1 If you hire Michelangelo to paint the Sistine Chapel, don't hold his hand while he is painting

Your job as a boss is to hire the very best, then get out of the way and let your stars shine.

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2 Explain strategy. And, critically, why that strategy

Set aside time on a continual basis to expose all this strategic thinking and decision making to your team.

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3 Your #1 job is your employee's career growth

You have a sense for their strengths and opportunities, and recommend internal and external classes, help your employees grow.

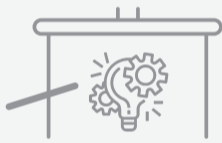
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4 Teach how to think, not how to do

Teaching people how to think will outlast your time in the team.

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5 Set extraordinary standards, live them yourself first

Your job is to create a culture that's uncomfortably exciting. Walk the talk.

5



6 Consciously invest in self-awareness.

Ask for feedback, constantly. Consciously observe what other leaders do that makes them so effective or disappointing.

6



EMPLOYEE

1 Never bring problems

Bring a solution(s) or recommended next step(s) that you feel are a way out of the problem you've identified.



2 Be thorough

Do more research than is required, go deep into problem to identify causal factors and not correlations.



3 Care about little things

Caring about little things is a different way to demonstrate your competence - and attention to detail.



4 Look beyond the near future, at the full landscape of opportunity

Learn to look over the horizon, expand your view.



5 Create your personal board of directors

Find four other people in the organization from different areas to show you that your world is bigger than your boss's.



6 Do at least one thing outside your immediate team

A huge benefit is that it diversifies your view, job, thinking, culture, problem space, people you work with/joy sources.



7 Invest in yourself

If you want to future-proof your career, the responsibility for that is entirely in your hands. Only you care about you, as much as you deserve.



8 Ask for more responsibility, vs. asking for a promotion

By showing success through solving next-level problems, you create a demand for your leaders to promote you.



9 Stay weird

Be you. Compromising what makes you you, your idealism, your uniqueness, creates long-term scars.



10 Solve for the company, not just your boss.

Stand up for the right decision for the company, bring your expertise and facts with you.



"Every human is a work in progress. The important thing is to be aware of the patterns, create goals, and keep working on being better."

- Avinash Kaushik