

BAD MANAGERS

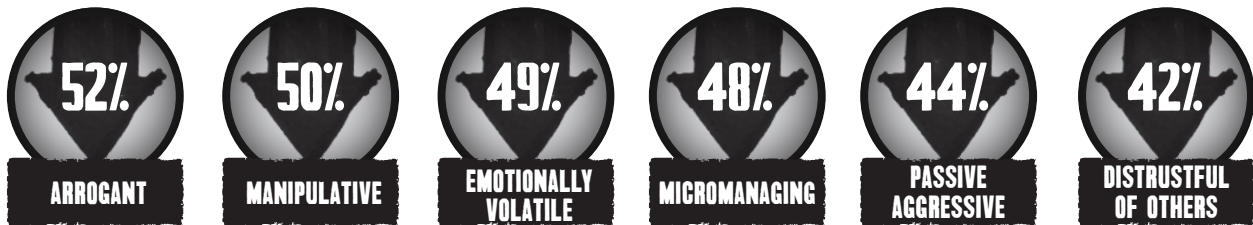
SURVEY RESULTS: HOW EMPLOYEES VIEW THEIR BOSSES

The relationship between employees and their bosses, as well as that between followers and leaders, is one of the most studied and discussed topics in business and psychology. Yet, it remains one of the least understood. Hogan recently conducted a survey of 1,000 respondents examining the relationship between employees, bosses, and personality.

Rate of Bad Managers

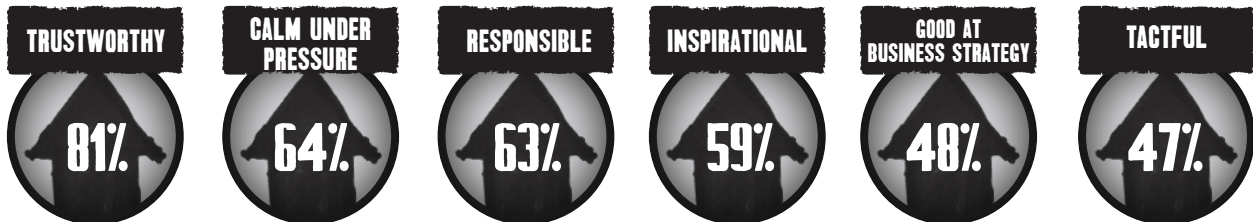
Research shows us that more than roughly 60% of people currently in a leadership position will fail, usually due to flaws in interpersonal behavior that prohibit them from forming and maintaining a high-functioning team. Our survey results support this research – the average respondent would be willing to work for fewer than half of their former bosses (around 45%).

Respondents were most likely to describe bad bosses as:



AS JOB LEVEL INCREASES, THERE ARE NO SIGNIFICANT DIFFERENCES IN TERMS OF HOW PEOPLE DESCRIBE BAD BOSSES.

Great bosses, on the other hand, were most likely to be described as:



AS JOB LEVEL INCREASES, PEOPLE ARE MORE LIKELY TO DESCRIBE GOOD BOSSES AS GOOD AT BUSINESS STRATEGY, AND LESS LIKELY TO DESCRIBE GOOD BOSSES AS SOCIABLE.

Why can't we be friends?

- Respondents were most likely to say it is important for them to like their boss.
- Likewise, respondents were most likely to say it is important for their boss to like them.
- Respondents were evenly split when asked if they work harder for bosses they consider friends.

LONELY AT THE TOP: AS JOB LEVEL INCREASES, PEOPLE ARE LESS LIKELY TO SAY IT IS IMPORTANT THAT THEIR BOSSES LIKE THEM OR THAT IT IS IMPORTANT THEY LIKE THEIR BOSSES.