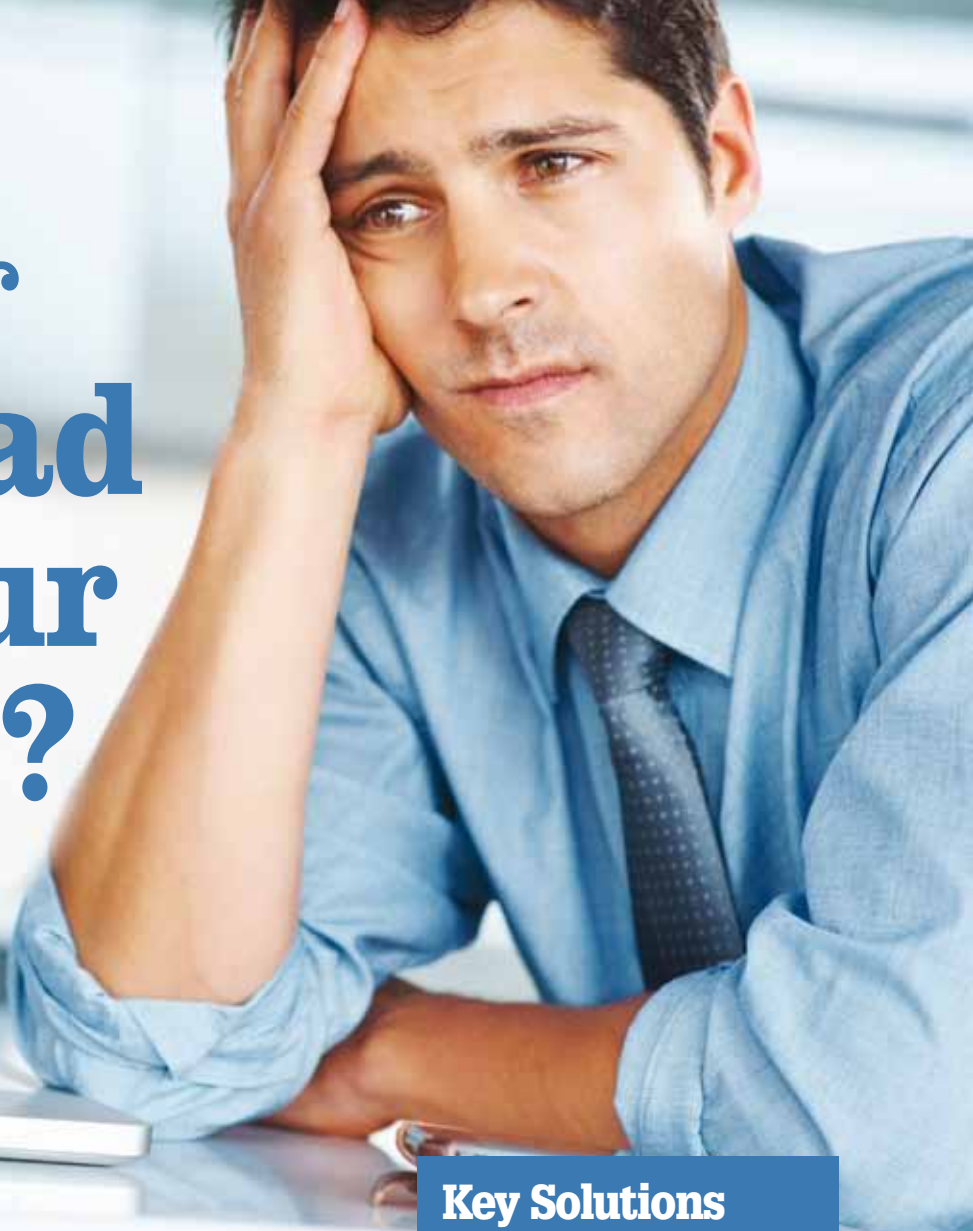


Is your boss bad for your health?

Mark Shields takes a closer look



As we progress through the worse economic crisis since the 1930s many relationships are suffering under the stress and pressure of it all. One of the most important relationships is the type of relationship that you have with your boss.

This relationship can always be a difficult one, however tighter budgets, higher demands, increasing attrition rates and with the competition for jobs increasing, the boss/subordinate relationship is under as much pressure as it's ever been. A recent Swedish study looking into the impact of a manager's behaviour revealed the following insights...

1. Workers saddled for four years with managers who were inconsiderate and uncommunicative, were about 60% more likely to suffer a heart attack or other life-threatening cardiac condition.
2. Bad bosses have a greater negative effect than if the employee smoked, didn't get enough exercise or was overweight, or had high cholesterol.
3. There is an "undisputed" relationship

between a manager's leadership style and workers' productivity and mental health.

Obviously all bosses are different and some are very competent, however the results of one survey suggests that often it's the things that bosses do that cause relationship problems with their members of staff. The top three general factors that rock the relationship include – moving the goal posts, impossible deadlines and unachievable targets. Apparently 75% of bosses misunderstand their employees on some level which causes some form of stress. Most staff working within a tense relationship with their boss feel constantly de-motivated, uninspired and constantly stressed.

So why do bosses behave badly? Well one reason can be an inability to delegate which can in some cases be down to inexperience and this leads them to micro-manage. Lack of proper management training or ongoing development can mean they are ill-equipped for a management position. Or it can simply be that they are under such pressures to perform results that they pass this stress down the line to their employees.

Key Solutions

SELF EVALUATION – Take a good look at your own behaviour. The first solution is an honest analysis of your actions and behaviour. How have you been handling yourself in your job?

FIND A MENTOR – Develop a mentoring relationship with a boss/supervisor in another part of the company. A mentor is someone who can help you in many ways, from offering advice to suggesting you for a promotion.

STRESS MANAGEMENT – Regular exercise and a healthy diet help combat stress. Exercise produces the body's natural opiates endorphins which directly combat stress hormones



Mark is a Life and Business Coach, media expert, author and motivational speaker, appearing regularly in the media on TV and Radio. He is also a successful NLP trainer with his own training school Life Practice UK. www.lifepractice.co.uk