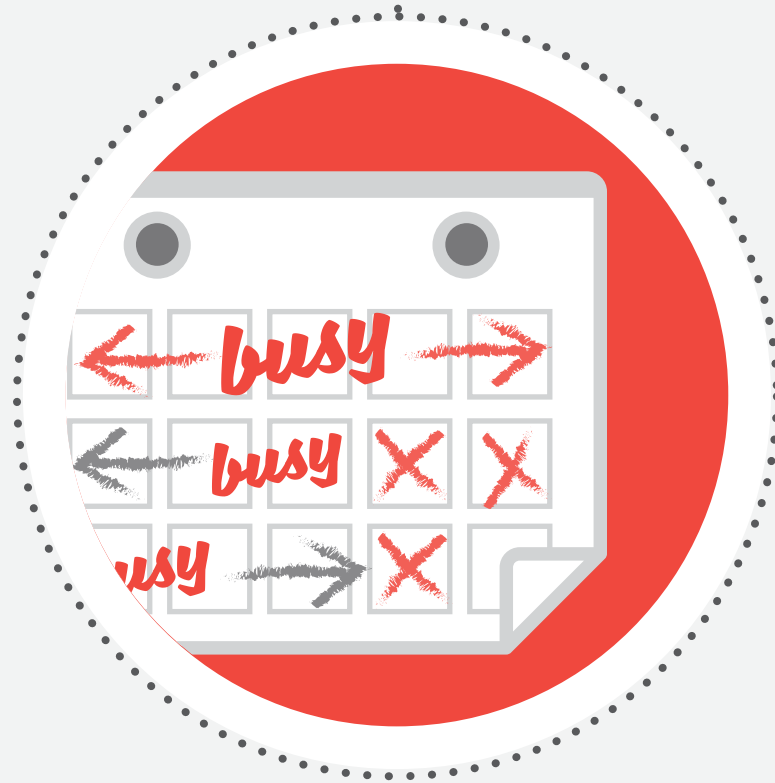


7 Reasons Your Managers Are Terrible Coaches

With 1 in 2 U.S. employees leaving their jobs to get away from a bad manager, the fact that many leaders lack the communication and interpersonal skills of a great coach is troubling.

So what exactly are managers doing (or not doing) that is so awful? Read on:



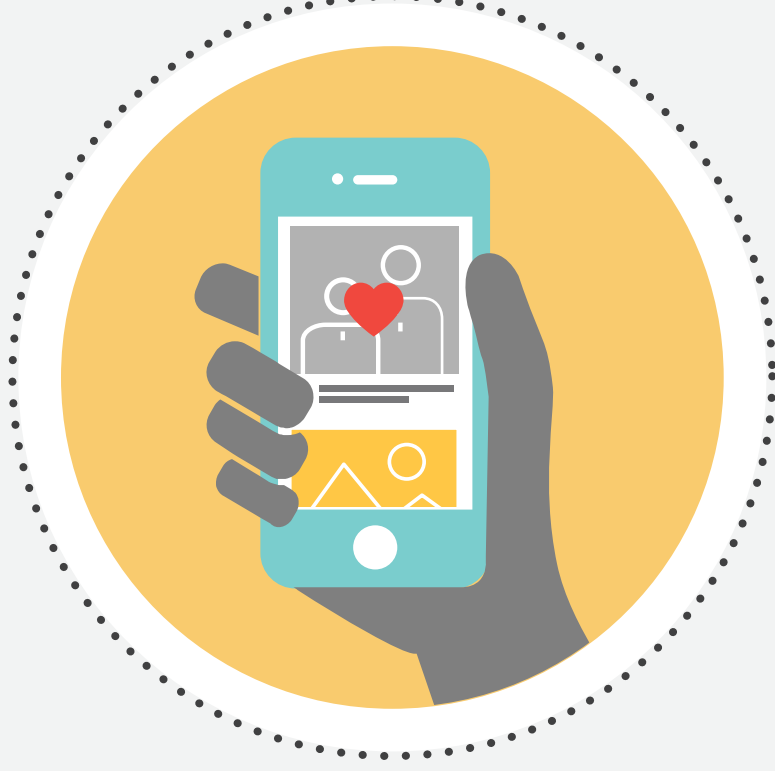
1 They're Not Holding Regular Meetings

According to Gallup, employees whose managers hold regular meetings with them are almost 3 times as likely to be engaged as employees whose managers do not hold regular meetings with them. Yet, how often are these meetings canceled or rescheduled because managers are just "too busy."

2 They Talk Too Much

Did you know that **40%** of our everyday speech is devoted to telling others what we feel or think and that it is as pleasurable to our brains as food or money?

Add this to the uneven power dynamic between managers and employees and you have a recipe for a communication disaster.



3 They're Distracted

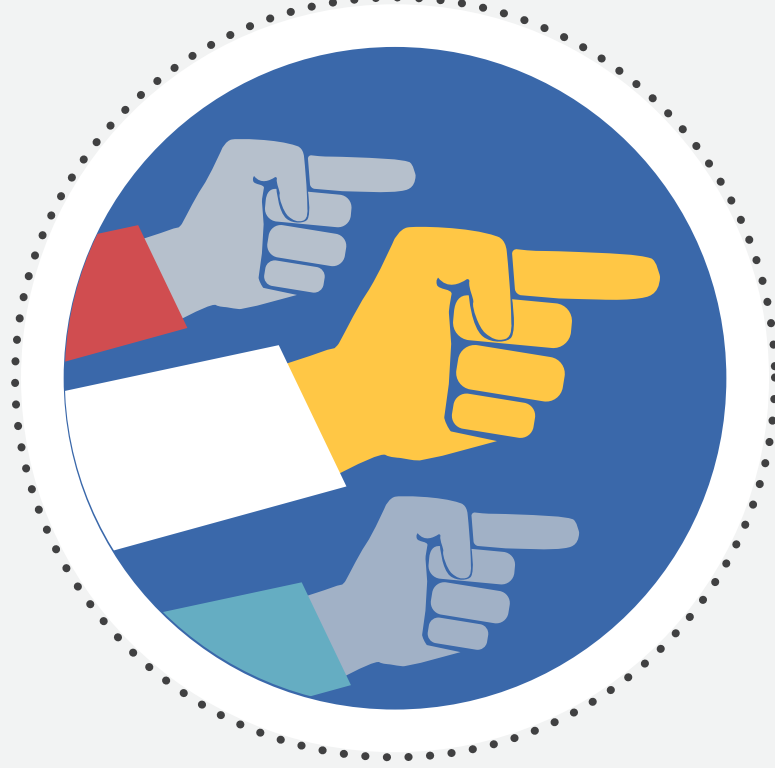
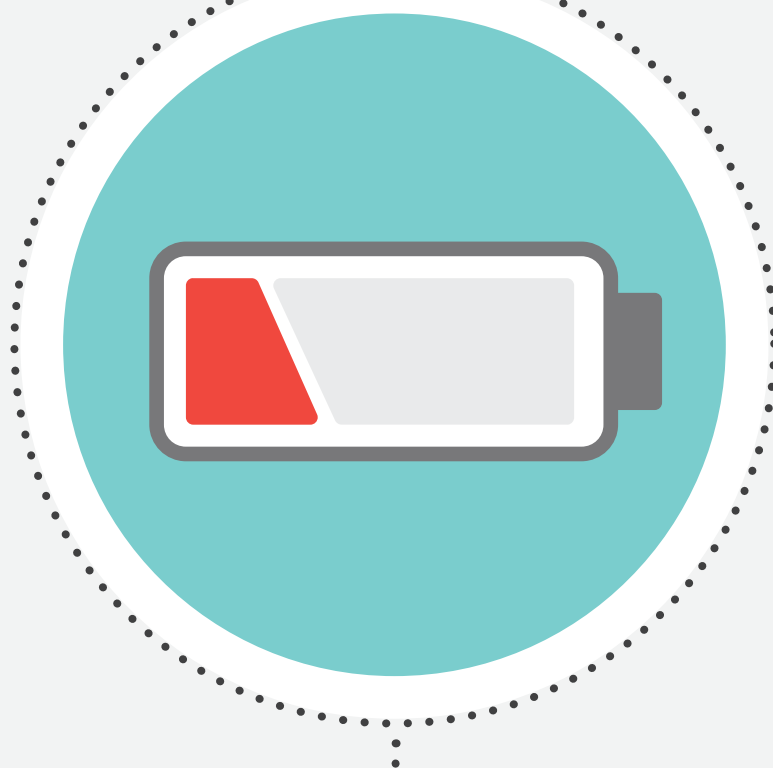
Here's a scary stat: **90%** of managers squander their time in ineffective activities.

Unfortunately, that doesn't leave much time for more purposeful activities, like holding 1:1 conversations and listening to employee concerns and ideas.

4 They Struggle To Build Personal Relationships

We've all reported to managers who regard personal conversations as a waste of time. That's simply not true.

In fact, employees who feel their manager is invested in them as people are far more likely to be engaged on the job.



5 They Tell, Rather Than Ask

"Bad managers tell employees what to do, good managers explain why they need to do it, but great managers involve people in decision making and improvement."

You've got a team of smart, capable people. Why wouldn't you enlist them to help solve problems?

6 They Avoid Giving Feedback

Research shows that clarity of expectations is perhaps the most basic of employee needs.

However, **37%** of managers report being uncomfortable giving feedback, and a whopping **69%** report being uncomfortable communicating with their employees in general.



6a For Real. Feedback Is A Problem

Over **60%** of global employees report receiving too little feedback and a quarter of them report that they received no feedback at all from their supervisors—a major factor in workplace dissatisfaction.



7 They Avoid Uncomfortable Conversations

Leaders fear tough conversations, so they tend to avoid them. However, employees want more than a pat on the back.

Research says that **51%** of employees said they received too little constructive criticism from their boss, and **65%** said they didn't receive enough information to know what to repeat or change.



Okay, My Managers Might Be Bad Coaches. What Do I Do About It?

Being an outstanding workplace coach is simply a matter of bringing a proven structure and coaching process to the conversations your leaders are already holding.

Want to learn how? Contact us and we'll show you.



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