

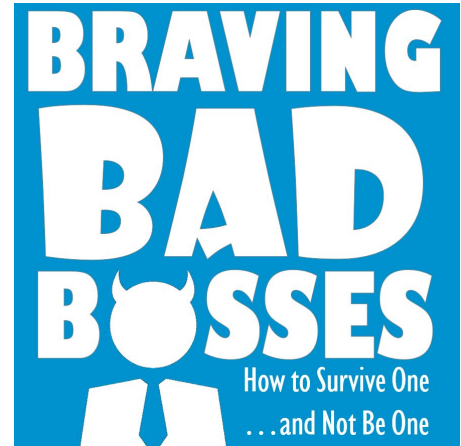
## SHOW NOTES

### S02-E07 **UNSTABLE BOSSES**

#### *The Omission of Stability, Reliability, and Consistency*

Unstable bosses can take at least two different forms: There's the affable, scattered, disorganized type... and then there is the volatile, Jeckyl and Hyde, moody, outburst type.

**Word Picture:** I went to the coffee bar and got a piping hot cup of coffee filled to the brim... no room needed for me. I set it down on the table. Sitting down, I placed a little weight on the edge of the table and the entire table tilted like 10 degrees. The top inch of my coffee was now all over the table. I wasn't expecting the table to be unstable. But it was. I needed stability and expected it. Now I have a mess to clean up...



Understanding your boss's core personality can be helpful. It doesn't fix the problem but can help explain things and prepare you to deal with it.

Try to assess the boss's stress level to understand what might create triggering events leading to the boss's outbursts or mood swings. Also, it's never a good idea to go toe-to-toe during the boss's moments of insanity.

Document what you are doing, what you are prioritizing at the time, the rationale for it... especially if the boss had directed that direction in the past.

Here are a few more things to consider.

- Don't take it personally
- Stay calm
- Keep a journal
- Demonstrate consistency
- Create structure for yourself
- Offer strategic gratitude - thank the boss when there is stability and reliability and follow-through.

#### **Information/Links:**

- <https://hbr.org/2016/11/how-to-deal-with-a-boss-who-behaves-unpredictably>
- <https://www.fastcompany.com/3045623/how-to-cope-with-a-disorganized-boss>