

HR Daily—Manage your Career through effectively Managing Up

By Michelle Bentley

Whatever your work circumstance managing your own performance and productivity is key to managing your career, whether that is within your current job and organisation or creating opportunity for a career move.

The Career Management work and research of *Donington (SA) Pty Ltd* www.doningtongroup.com reveals a strong correlation between job satisfaction and the quality of employee relationships with their manager/s, colleagues and clients.

Whilst we choose to change jobs for many reasons often at the crux of it is relationally based. Often, too, it seems that when people, forced into career transition involuntarily through redundancy, reflect upon the situation, relationship issues with their line manager are a factor.

Therefore, knowing how to manage your boss is strategically important and part of savvy workplace politics – for internal security and for enhancing promotional and career options.

‘Managing – Up’ is a process of consciously working with your boss to obtain the best possible results for you, your boss and the organisation. It involves open communication to identify each other’s expectations, working styles and needs.



Bosses Generally Like Employees Who:	Bosses Don't Like Employees Who:
<ul style="list-style-type: none"> • Are independent problem solvers, resilient and effectively carry out duties and assignments with energy and assertiveness • Get consistently high assessments from clients, peers and supervisors • Are productive and effective, including in the absence of leadership • ‘Value add’ to the organisation – go the extra mile • Contribute to a positive corporate culture and ethos 	<ul style="list-style-type: none"> • Embarrass, surprise (in a bad way), or confront them • Constantly complain to others and do little to engage in more constructive behaviours • Finger point – look to blame others for matters for which they should be accountable • Gossip and spread rumours • Engage in undercover sabotage and try to demoralise others to make themselves look good • Are ‘high maintenance’ - needing constant attention, support and assistance with their work • Steal time, property, information, or ideas.

What can you do in 2010 to set in motion positive and constructive working relationships, where expectations are understood and you are working towards mutually positive goals for all?

Emotional intelligence is reported to be a predictor of professional success. Concepts and competencies of emotional intelligence are likely to assist with relationship management through self awareness, self control, emotional expression and reasoning, social awareness and emotional management of others.