Perspectives for Being a Supervisor

Here are eight powerful perspectives for managers and supervisors to adopt in relationships with their employees:

- I am a role model. My people are learning what it takes to be successful in our organization by observing how I conduct myself and how I interact with others.
- I'm going to be on their side...no matter what happens. I'm committed to giving them feedback that will make a difference. Failing and making mistakes is okay. What's important is that we talk about our experience and debrief what we've learned.
- Confidentiality and trust are givens. Clearly confidentiality in our relationship is very important. We need to act in a consistent fashion that builds trust and we need to give each other the benefit of the doubt. If trust issues arise, we'll discuss them. We will frequently open up the conversation to anything at all about which anyone is curious, wondering, anxious or concerned about.
- Anything can be handled through conversation. The only things that will get in our way long term will be the things we don't discuss. People need to sense that I'm always available and willing to listen.
- I don't know how it is for them. My experience of working here is not the same as theirs. I can tell them how it is for me, but I need to remember it's different for them.
- Not knowing is OK and very powerful. I don't have to have all the answers. Sometimes I just have the questions. Sometimes I need to recommend others in the organization who can help.
- They are responsible for making their own decisions. I can listen, share from my experience and help them sort things out, but it's not up to me to always tell them what to do. I am responsible for clarity and focus but not for making every decision.
- We are in this together. We are sharing, learning, and developing together. There is a lot of possibility in this relationship for both of us.

What else might I consider?