

Squiggly Careers PodSheet



How to be a good manager

What makes a good manager?

Managers have a big impact on our day-to-day, on our motivation to do our best work, and on how successful we are in our own squiggly careers.

Good managers:

1. Motivate people to take action
2. Drive outcomes and overcome adversity
3. Create a culture of accountability
4. Build relationships based on trust
5. Make decisions based on what's best for the business.



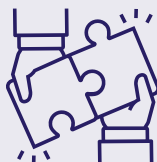
A good manager finds satisfaction in helping others to be productive, not being the most productive person in the room.

Paul Glen



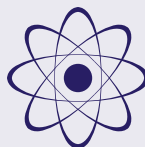
What behaviours did your best manager demonstrate?

3 ideas for action



Align the contributor to the contribution

Creating a connection between the person doing the work and the work that needs to get done sparks buy-in from your team and helps you find ways to increase accountability. *Reflect on how you can co-create this with your team through OKRs, KPIs etc.*



Say what they don't see

Vulnerability increases trust and builds stronger relationships. As a manager, role-modelling vulnerability creates a space where other people feel safe to do the same. *Be proactive in talking about failures, asking for help and sharing your confidence gremlins.*



Show your working

Helping people understand the decisions you are making will increase buy in from your team. A lack of clarity can create confusion and lead to disengagement. *Think about the anchors that inform your decisions (e.g. budget, impact) and share with your team to increase transparency.*

Coach Yourself Questions

Which of the above 5 'good manager' traits do you do well?

Which is the one trait that you think you could improve on?

Recommended resources



Why great managers are so rare

Article published on Gallup which shares insightful statistics about managers



How to break bad management habits

Ted talk from leadership development expert Elizabeth Lyle



How to be a memorable manager

Squiggly Career #190

Amazing if