

WHO'S AFRAID OF THE
BIG, BAD BOSS?



How to Survive 13 Types of
Dysfunctional, Disrespectful,
Dishonest Little Dictators

MARILYN HAIGHT

THIS IS THE BOOK BOSSES DON'T WANT YOU TO READ!

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Synopsis

Managers hired Marilyn Haight under the pretense that they wanted help solving "people" and "business" problems. She discovered after accepting most assignments that those managers didn't want help solving problems at all. Why? Because they were creating those problems and undeservedly benefiting from them. Both their employers and employees suffered. Too many profitable and effective ideas were shot down for no apparent reason. Too many talented and conscientious employees were unjustly stressed and even terminated. Haight knew from her years of consulting that she couldn't change a bad boss. But maybe she could help the employees. She went undercover to see what she could do.

When people know they're being watched, they tend to behave differently—better than they would if they weren't being watched—that's why there isn't much information available about what really goes on in the workplace. So Haight conducted a five-year research study, spying on managers from within their company from 1997 to 2002. She worked as an employee in eleven organizations in various industries across the northeastern and southwestern United States. Because the people she studied did not know they were being watched, this book makes often hidden management misbehavior public knowledge.

The result of Haight's study is a profile for each of 13 different types of "bad bosses" and advice about how to protect yourself if you report to one of them. Each of the 13 profiles is illustrated by three real-life stories taken directly from her undercover research and her earlier work. The 13 "types" are:

1. **The Wannabe:** *"Just give me the perks!"*
2. **The Suppressor:** *"No one here is smarter than me!"*
3. **The Pretender:** *"I can talk a real good game!"*
4. **The Confounder:** *"Let's do something, even if it's wrong!"*
5. **The Dumbfounder:** *"But the figures say we're doing fine!"*
6. **The Propagator:** *"Be like me!"*
7. **The Player:** *"It's my department and I'll do the jobs I like!"*
8. **The Bully:** *"It's such fun to see you squirm!"*
9. **The Manipulator:** *"If I want your opinion, I'll give it to you!"*
10. **The Cult Maker:** *"Let's find someone to blame all our problems on!"*
11. **The Pilferer:** *"It's all mine to use as I want!"*
12. **The Saboteur:** *"I can make it look like I support this change!"*
13. **The Combination Type:** *"I never said that!"*

Who's Afraid of the Big Bad Boss? 13 Types and How to Survive Them is much more than an exposé; it is a survival manual for employees who report to a bad-boss. Haight delivers the kind of information that management doesn't want employees to know.