

Confidential Impartial Informal Independent

ADJUSTING TO YOUR SUPERVISOR'S MANAGEMENT STYLE

1. Assess your supervisor's management style
 - a. Try to understand your supervisor's goals and objectives, strengths and weaknesses as well as blind spots, pressures and any other issues.
 - b. How does your supervisor communicate and interact with others?
 - c. What is important to your supervisor?
 - d. What are your supervisor's beliefs and values as they relate to the organization?
 - e. How does your supervisor schedule the work and determine priorities?
 - f. How does your supervisor deal with conflict?
 - g. Is your supervisor an idea person, results-oriented, detailed oriented or focused on the big picture?
 - h. Figure out exactly what is required of you.
 - i. Read about the various *management styles* to learn the most effective way to work with your supervisor.

2. [Management styles](#)
 - a. Authoritarian
 - b. Visionary
 - c. Affiliative
 - d. Coaching
 - e. Pacesetter
 - f. Democratic
 - g. Laissez-Faire

3. Refer to the Ombuds Office Quick Tip on [Managing UP](#)

