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1.Limit the pain, target the gain.Recognize that working for this person is "a temporary assignment. You can set limits on how long you ' ll tolerate it, and use the time to make yourself more marketable." Let ' s say you decide you can take one more year of this (assuming your boss sticks around that long). "If you figure out what you need to get out of the job to help your career, and go after it, you have a positive incentive to serve out that term," Dufour says。

1.限制痛苦，瞄准收益。确认为这个人工作只是“一项临时任务。你可以设定一个能够忍受这项任务的极限。并且，利用好这段时间，让自己将来更吃香。”比如说，你决定可以再忍受一年(假设你老板的任期有那么长)。杜福尔表示：“你需要从这份工作中收获什么，来为自己的职业发展提供帮助？如果你很清楚这点，那就去努力争取吧。既然你有积极的理由，那么你一定可以坚持到最后。”

2.Avoid surprises.Autocrats, even more than most people, "hate to be blindsided," Dufour notes. "Therefore, keep them informed of significant, and even relatively insignificant,

developments. They crave control and power, so feeding them tidbits of information satisfies this craving." 2.不要“临时通知”。杜福尔指出，专横的老板，甚至大多数人，都不喜欢被“临时通知”。“因此，任何重大的，甚至相对不重要的进展，都要及时告诉他们。他们渴望控制与权力，既然如此，那就给他们一点信息，满足他们的渴望。”

3.Be the go-between for

your team. If you haven't already taken on this role, Dufour recommends that you earn the trust of other members of your group and be the one who communicates their problems and needs to the boss. "This can be intimidating, since it means telling him things he might not want to hear," Dufour says, "but the tradeoff of elevated status is worth it."

3. 为你的团队担任中间人的角色。如果你还没能做到这一点，杜福尔建议你，首先获得团队成员的信任，然后向老板传达团队成员的疑问以及他们的需求。杜福尔表示：“或许，这会让你有些担忧，毕竟这意味着，你必须向老板汇报一些他可能不想听的事。但是，这么做对于改善你的处境是有利的，所以值得。”

4. Refuse to be a "yes man." Although many people try to appease an autocrat by telling him exactly what he wants to hear and following every order to the letter, "this is a huge mistake," Dufour says. Instead, "wait until you're convinced your manager is making a huge mistake" -- one that will jeopardize his own stated goals -- "or until you come up with a better idea that you truly believe in."

4. 拒绝做“好好先生”。尽管许多人会对专横的老板让步，只挑他喜欢的话说，并且严格地执行他的所有命令，但杜福尔却认为“这是一个重大错误”。相反，你应该“一直等着，直到你确信，你的老板犯了一个重大错误”一个将危及他的既定目标的错误“或者，直到你想出一个更好的主意，并且你对此信心满满。” Then, make a concise, logical case for your approach: "Emphasize the positive outcome. Focus on what your boss will get out of doing as you suggest." If you've already tried this, keep at it: "Rehearse your argument beforehand and make sure you are stating it clearly and

rationally" -- and without a trace of condescension for his (alleged) lack of technical knowledge. Sometimes, of course, it ' s not what you say that can trip you up, it ' s how you say it。然后，找出简洁的、符合逻辑的理由来证明你的方法：“强调积极的结果。把重点放在按照你说的做他能获得什么这一点上。”如果你已经做过类似尝试，坚持下去：“事先预演你的论据，并且你要保证，以一种清晰、理性地方式进行陈述”不要自以为他在技术上懂得没你多，就表现出哪怕是一丝一毫的傲慢态度。有时候，问题并不在于你说的话，而是你说话的方式。

5. Do the tasks your boss dislikes. In general, command-and-control bosses "don ' t enjoy extended debate and discussion, and they aren ' t adept at dealing with any type of ' people problem ' ," Dufour observes. So consider making that your specialty (which will do no harm to your own long-term career prospects either, incidentally)。

5. 做老板不喜欢做的工作。杜福尔发现，总体上而言，指挥控制型老板“不喜欢耗时太长的辩论和讨论，而且他们也不擅于应付各种‘人的问题’。”所以，你可以考虑把这个变成你的专长(再说，这对你自己的长期职业发展前景也不会造成任何危害。)

Helping your boss compensate for his lack of soft skills "won ' t earn you thanks. In fact, he may resent your ability to do something he can ' t," notes Dufour. However, even autocrats are rarely so oblivious that they don ' t know, deep down, that ignoring "people problems" will eventually damage their own professional prospects -- and that, says Dufour, "is one thing they can ' t stomach." 杜福尔表示，补充老板软技能的缺失，“不见得会让他心存感激。实际上，由于

你有能力做到他做不到的事情，他可能会对你心存嫉恨。”
不过，即便是专制的老板，他们也极少会不知道，忽视“人的问题”最终会损害他们自己的职业发展前景，而杜福尔表示，这是“他们难以忍受的。” 相关推荐：[#0000ff>职场英语：请客户吃饭](#) [#0000ff>职场英语：催促他人](#) [#0000ff>职场英语：加班](#) 100Test 下载频道开通，各类考试题目直接下载。详细请访问 www.100test.com