The Importance of Working For A Boss Who Supports You

Sarah Landrum  
I write about how millennials can be happier at work.

Employers seek loyalty and dedication from their employees but sometimes fail to return their half of the equation, leaving millennial workers feeling left behind and unsupported. Professional relationships are built on trust and commitment, and working for a boss that supports you is vital to professional and company success.

Employees who believe their company cares for them perform better. What value does an employer place on you as an employee? Are you there to get the job done
and go home? Are you paid fairly, well-trained and confident in your job security? Do you work under good job conditions? Do you receive constructive feedback, or do you feel demeaned or invisible?

When millennial employees feel supported by their boss, their happiness on the job soars — and so does company success. Building a healthy relationship involves the efforts of both parties — boss and employee — and the result not only improves company success, but also the quality of policies, feedback and work culture.

**Investing In A Relationship With Your Boss**

When you’re first hired, you should get to know your company’s culture and closely watch your boss as you learn the ropes. It’s best to clarify any questions you have instead of going rogue on a project and ending up with a failed proposal for a valuable client.

Regardless of your boss’s communication style, speaking up on timely matters before consequences are out of your control builds trust and establishes healthy communication. Getting to know your boss begins with knowing how they move through the business day, including their moods, how they prefer to communicate and their style of leadership:

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- **Mood:** Perhaps your boss needs their cup of coffee to start the day. If you see other employees scurry away before the boss drains that cup of coffee, bide your time, too.
- **Communication:** The boss’s communication style is also influenced by their mood. Don’t wait too late to break important news. In-depth topics may be scheduled for a meeting through a phone call or email to check in
and show you respect your boss’s time. In return, your time will be respected, too.

Some professionals are more emotionally reinforcing that others. Some might appear cold, but in reality, prefer to use hard data to solidify the endpoint as an analytical style. If you’re more focused on interpersonal relationships, that’s your strength, but you must also learn and respect your boss’s communication style.

- **Leadership:** What kind of leader is the boss? Various communication styles best fit an organization depending on its goals and culture, but provide both advantages and disadvantages. Autocratic leaders assume total authority on decision-making without input or challenge from others. Participative leaders value the democratic input of team members, but final decisions remain with the boss.

Autocratic leaders may be best equipped to handle emergency decisions over participative leaders, depending on the situation and information received.

While the boss wields a position of power over employees, it’s important that leaders don’t hold that over their employees’ heads. In the case of dissatisfaction at work, millennial employees don’t carry the sole blame. Respect is mutually earned, and ultimately a healthy relationship between leaders and employees betters the company and the budding careers of millennials.

**A Healthy Relationship With Leaders Betters The Company**

A Gallup report reveals that millennial career happiness is down while disengagement at work climbs — 71% of millennials aren’t engaged on the job and half of all employed plan on leaving within a year. What is the cause? Bosses carry the responsibility for 70% of employee engagement variances. Meanwhile, engaged bosses are 59% more prone to having and retaining engaged employees.

The supportive behaviors of these managers to engage their employees included being accessible for discussion, motivating by strengths over weaknesses and helping to set goals. According to the Gallup report, the primary determiner of employee retention and engagement are those in leadership positions. The boss is
poised to affect employee happiness, satisfaction, productivity and performance directly.

The same report reveals that only 21% of millennial employees meet weekly with their boss and 17% receive meaningful feedback. The most positive engagement booster was in managers who focused on employee strengths. In the end, one out of every two employees will leave a job to get away from their boss when unsupported.

Millennials are taking the workforce by storm — **one-third of those employed are millennials**, and soon those numbers will take the lead. Millennials are important to companies as technology continues to shift and grow, and they are passionate about offering their talents to their employers. It’s vital that millennials have access to bosses who offer support and engage their staff through meaningful feedback, accessibility and help with goal-setting.

In return, millennial happiness and job satisfaction soar, positively impacting productivity, performance, policy and work culture. A healthy relationship between boss and employee is vital to company success and the growth of millennial careers as the workforce continues to age. Bosses shouldn’t be the reason that millennial employees leave. They should be the reason millennials stay and thrive in the workplace, pushing it toward greater success.

*I am a digital marketing specialist, freelance writer and the founder of Punched Clocks, a career advice blog that focuses on happiness and creating a career you love. I graduated from The Pennsylvania State University in 2014 with majors in Marketing and Economics and a foc...* [MORE](https://www.forbes.com/sites/sarahlandrum/2017/12/08/the-importance-of-working-for-a-boss-that-supports-you/#c460bed486a5)

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