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36 Percent of Bosses are “Dysfunctional” or “Horrible”—Still!

Los Angeles, Calif.—As many as 36 percent of American workers believe their boss to be “horrible” or “dysfunctional” according to research* by the University of Louisville. “With study after study showing that bad bosses hurt employee productivity and company bottom lines, it’s amazing that so many businesses are still tolerating bad bosses in their managerial ranks,” says [Dr. Noelle Nelson](#), author of [Got a Bad Boss? Work that Boss to Get What You Want at Work](#) (Amazon eBook).

“Unfortunately, there will always be bad bosses,” says Nelson. “Bad bosses, especially the narcissistic ones, will do whatever it takes to get to the top. They may eventually crash and burn, but by then, they’ve left devastation in their wake.”

The researchers analyzed 67 peer-reviewed papers on the dysfunctional relationships between bosses and workers. They found that bad bosses repeatedly disrespect their employees by being overly critical, rude, verbally abusive and taking credit for others’ successes. The study talks about the long-lasting affects, both mentally and physically, on those subject to the abuse.

Nelson points out that there are things a worker can do to get ahead even if the boss is egomaniacal and the worker can’t quit. “All bad bosses have a secret fear and desire,” explains Nelson. “His fear could be that people will find out he’s all bluster and no substance. A narcissistic boss’ desire is to succeed—no matter what. Your job is to make sure his secret fear and desire are met. Find the solutions to his problems. Be his go-to person. Your boss will begin to rely on you more and more. You’re then in a prime position for a raise, or even better, it could be your ticket to a better job and out from under his thumb.”

Nelson says given that many companies value profits over people, the pressures to make money at all costs may lead some businesses to ignore bad boss behavior thinking it will help their bottom line. “In reality, however,” says Nelson, “the bottom line looks a whole lot better when bosses treat workers with respect. The best places to work tend to be the most profitable. Look at Fortune’s [100 Best Companies to Work For](#) and you’ll find some of the best performing companies in the country.”

For tips on working with specific bad boss types, go to <http://www.noellenelson.com>, on Facebook at www.facebook.com/GotABadBoss or at <https://twitter.com/GotABadBoss>.

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*“Skunked: An Integrative Review Exploring the Consequences of the Dysfunctional Leader and Implications for Those Employees Who Work for Them.” Published in February 2015 in Human Resource Development Review.