

THE WORK LIFE MANIFESTO

Say Goodbye to Your Crazy Boss for Good

By Anita Mazurek

"THE TRUE MEASURE OF A MAN IS
HOW HE TREATS SOMEONE WHO
CAN DO HIM ABSOLUTELY NO GOOD."

-Samuel Johnson

This has always been my favorite quote.

Tell me, have people forgotten how to treat each other? Sometimes it seems so.

DO YOU EVER ASK YOURSELF “HOW DID I GET HERE?”

I'm ashamed to admit I spent years working for people who didn't believe in what this quote says. They didn't believe every person has value and worth. They were disrespectful, self-centered and down-right mean sometimes.

I continued to work for them because I was afraid and I needed a paycheck.

I lacked confidence in my abilities. I wanted to be liked and I wanted to fit in. I stayed too long in hostile work environments to please other people - my family & friends, my peers. Even people I didn't really care about, I stayed for them.

I wasn't a quitter and I'd prove it to everyone.

I would hear people say suck it up. I saw the look on their faces but at the end of the day, it was my life. I had worked for passionate people before so I knew the difference between a challenging work environment and down-right abuse. Why didn't I **walk away**? Why was I willing to take the abuse?

I worked smart and excelled at my jobs, but I also left my family home alone while I worked 60+ hours a week. **It wasn't unusual for me to stay at work until midnight.**

I started to edit the way I talked, what I believed in, even my whole personality just to please dysfunctional managers. But no matter what I did, it didn't matter. I still didn't fit in working with people whose values were so different than my own. Doing the jobs themselves was fine but the environments were a total mis-match.

I learned when you work with crazy people (i.e., that out of control-insufferable-irrational-moody person you call your boss), they don't know they're crazy. Chances are if your boss is this way, the company that keeps him or her in a leadership role is the same.

This happens in abusive personal relationships as well. We think we can fix crazy but we can't. Iyanla Vanzant famously said on the Oprah Winfrey show "When you see crazy coming, cross the street!" This applies to your job as well. Do not engage with these people, they are not worth it. Instead pick yourself up and head in another direction.

I admit it, I was a people-pleaser and one day I just gave it up.

I took my dignity back and claimed my worldviews, my opinions. I started being who I authentically was. I was done editing myself to please other people. No apologies.

Working for good bosses who were flawed like all of us but immensely talented may have ruined me. Being young I expected every boss to be this way. These leaders were challenging & passionate about what they were doing. It was not butterflies & roses - they were tough but *real*. They had over-the-top expectations and you met them, exceeded them or were escorted right out the door.

It was a competitive (but respectful) world where only the top survived. These bosses didn't **have time for drama or stupidity**. I succeeded working for them and admired them. I learned how to lead under these

individuals and they shaped who I became as a manager and a leader today.

After several years with a Fortune 100 company, I decided to continue in management but switched to the retail industry. I did this because I wanted to interact with people more and I loved to sell, teach & manage so it seemed to be the perfect fit.

I was in for a rude awakening. Reality hit me square in the face. It may be different in other companies but in the places I worked mediocrity was the norm and the leadership lacked talent.

Regrettably, I lowered my expectations to meet their averageness.

I continued to accept the same types of jobs hoping to find a better place but it never happened. There was a similar lack of character and

inefficiency in the companies I landed in. It resulted in me losing a sense of who I was.

This took years to get back.

Sadly I was not alone. Many people keep their head in the sand and ignore the very thing killing their spirit. Complaining about their job becomes a part of their identity. Excelling at being unhappy at work is what they do. We all know people like this.

I did not want this to be *mystory* so I took action to change the direction of my life. I committed to finding myself again.

My soul-searching led me to transform a side project I was running by referral into a full-time successful outsourcing business. My plan was to take my talents and use them to help others. I wouldn't let other people dictate what I could or could not be.

In the past I led groups with 10 people to over a 100. I set out to help businesses who could not afford to hire a full-time operations team get the support they needed. I wanted to make a difference in the lives of these entrepreneurs. And I also sought to provide opportunities for the many extraordinary people I knew or worked with in my life who were stuck in jobs they hated. This was my driving force. I desired for them to have a safe place to contribute, someplace they were valued and truly appreciated.

Individuals want to work where their skills are a good fit and they are appreciated for a job well done. It is a human need to connect & contribute.

Workers who feel appreciated are TWICE as likely to stay at a company as those who don't feel valued. It makes sense, right? Think about any job you may have left – did you feel respected or valued? I'd wager that you didn't.

How many entrepreneurs owe their business launch to a boss who didn't know how to appreciate or value them? Many, many.

Plain and simple, appreciating your productive employees is Business 101 and yet many managers **don't heed this advice.**

No matter how many times a child, spouse, boss thanks you, it never loses its significance, right? The same is true of your staff or business colleagues. Not only will they not tire of it, but they will want to give *you* their best in return.

TAKING ACTION

I couldn't find the type of business I wanted to work for so I set out to create it. I stepped out in faith. Not only for myself but I knew if the business grew, I would be able to offer others a healthier place to work. I

kept moving forward no matter how much I felt like a failure on the inside. I stayed the course by the grace of God and a supportive family.

This journey was not easy and is not for the weak. It is gut-wrenchingly hard. **It's the same for** all entrepreneurs including writers, musicians, freelancers, counselors, developers, etc., or anyone trying to forge a new path. It takes courage! If you decide to follow this road, do not lower your expectations, stay true to yourself and you will not be disappointed. Listening to yourself is the only way you will learn to soar, **whether it's starting something new or finding** a healthy company to work for.

This is the battle cry. In life there are visionaries and there are followers. Someone who has vision is defined as a person who has “unusual discernment or foresight”. Most people are followers and **that's probably the way it was meant to be.** It is up to visionaries to create the life they want to live.

- ✓ *To create jobs and opportunities for themselves and other people.*
- ✓ *To write the songs the whole world sings.*
- ✓ *To take action even when they are afraid.*
- ✓ *To be prepared when the opportunity presents itself.*
- ✓ *To conquer the blank white page and write the first word to their masterpiece.*
- ✓ *To create organizations that recognize the dignity of the persons around them.*

We do this not because it is easy, but because we know we are called. We trust in a higher purpose. We believe our work life should be a safe and challenging place where people can be themselves and shine brightly!

We are honest, straight-forward & focused on achieving success on our own terms, not reveling in gossip.

We do this not just for ourselves or our customers, but for our whole team. We will not lower our expectations for anyone. We will not say “this is the way it’s always been done” or pass the buck. We will fix what’s wrong. We will not expect someone else to do it for us. We are leaders who will change the status quo.

NO LONGER WILL WE WORK ALONGSIDE
MEDIOCRITY.

Sure, sometimes we must ride the river of “crazy” to achieve a goal but it will be done for a limited time and for a greater purpose. For we recognize our road – it is not always well lit and we will stumble. But the difference is we get up. We rise. We continue to fight the fight and we will not give up until we have arrived at our destination.

BE YOURSELF.

Are you a visionary? If you hear the call to do something more will you listen? Will you share your talents? **If you're a manager, will you take a stand when you see injustice or bullying in the workplace?** Will you believe that the work you do can make a difference? Do you trust that the story you want to tell has readers waiting for it?

If so, do something today to make a change. If you have employees tell them you appreciate their work, really listen to them. Expect a lot from yourself and other people, but do so **kindly**. **If you're starting your own business believe in yourself and begin to build today.**

In the uniqueness of every person we encounter life's greatest gifts.

Living this way makes me feel truly alive. By following these principles I have received far more in return – success, peace, wellbeing. Deciding to take my head out of the sand and taking action restored my life. There's no better way to live. I hope you feel the same way.

My friend, it is time to *soar!*

About the Author



Anita is the creator & owner of Adoublem Outsourcing Solutions.

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OUTSOURCING SOLUTIONS

Adoublem Outsourcing Solutions is a one-stop, full-service solution provider for small to medium businesses. Whether you are a start-up or an established business, Adoublem will work closely with you and become a strategic partner that will (very quickly!) know the ins and outs of your business. They are specialists in their clients' companies – they learn who your competitors are and find out what makes your company tick. If you worked with several different companies to handle your staffing needs, corporate gifts, web design and so forth, you would have to try to get this information across to each of them (can you say frustrating, annoying, expensive?). Because they place a premium on understanding your company, they do more than handle your projects - they provide you with valuable insights into running your business and useful recommendations every step of the way.

Anita lives in the Philadelphia suburbs with her husband Dan and their Cockalier (a mix between a Cavalier King Charles Spaniel and a Cocker Spaniel 😊) Bella.

Learn more at www.adoublem.com.

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