



# 3 Minute Mentor

Episode 41: Show Notes

## Episode 41: What not to say to your new boss.

I have always been amazed by what people say to me when I am their new boss  
So, I thought I would share 4 ideas on things not to do or say.



### 1. Never start by saying you should already have been promoted

- In fact, I wouldn't even bring it up in the first three meetings – unless they do
- I promise you, I have never promoted anyone who did
- Typically I ask around about people that do say this. New peers rarely support them.
- Best case, if asked, is to say you were looking to prove yourself

### 2. Never doubt the value of the work

- In an attempt to be clever, never devalue the work done by the team or it's members
- After all, the new boss just got the job
- It's better to be open about improvements in process rather than devalue the role

### 3. Never be rude about your last boss

- If you are willing to say things bad about them, then you will say bad things about me
- You may think you know why your last boss was replaced but it's always more complex
- Until you get to know the new boss, I would stay out of assessing senior management skills

### 4. Never complain about the company

- I once got a new job and one of the people told me the company would not survive
- Not sure if they were telling me I was stupid or if everyone else in the company was
- Either way, they didn't survive on the team for very long
- New bosses need to know what they can do to make things better not that they should give up.

**Bottom line:** Getting to know your new boss - just think about what you want if you were them and make sure you are the one that helps them get it.