

Boss who verbally trashes his employees.

There are many wonderful bosses in the world, and they are appreciated. Sometimes it not easy being the boss, and they need support. But we've all seen the boss who verbally belittles and demeans employees, usually behind their back. Consider the following scenario.

Lloyd is an employee who has had some bad luck in his job. Things haven't gone well for him since he started, but he is making a solid effort to get things going well and to do well. Just about everyone feels that the failures were not his fault and give him the needed collegial support.

But his boss, who has been successful, makes verbal cracks about him to his senior staff that belittle Lloyd. He repeats things Lloyd says in a mocking way while laughing. "I'm going to make it work" he repeats in a sing-song manner with a mocking tone while shaking his head. He laughs about things Lloyd says even though they aren't really funny. People are becoming aware that he does it to other subordinates as well.

Why does the boss do this? Is it a bad habit? Is it a way to avoid giving Lloyd some extra help so he can do better? Is it his way of "lightening up" in the face of problems? Does he genuinely despise weak underlings?

What should his senior staff do in response to it? What are the strategies they can use to get him to change his behavior?

Lloyd finds out about it. What strategies can he use to be treated better with the respect that employees deserve?