

# Leading Up

## How To "Complain" To Your Boss And Still Be Heard

01

### The Problem



You are frustrated with your job or a work-related experience. The easiest thing to do would be to complain about the organization or any level of leadership above you. But that will only leave you feeling powerless and stuck with the same issues.

02

### The Approach



You do possess agency-even in the worst of workplace cultures. Respectfully approach your leadership and follow the four steps listed below.

03

### Check Your Motives



First things first. What are your heart motives at this moment? Are you merely attempting to defend yourself? Are you simply looking for an outlet to rant? Or is your desire to solve a problem and bring correction for the betterment of the organization?

04

### Assume The Best



Approach your boss assuming the best about them. Believe that they are trying to do the best they can with the resources they have. Rightly assume that you don't know all of the realities surrounding the issue.

05

### Be Solution Oriented



Leaders are problem magnets. No boss wants to hear solely about one more problem. Come to them with the problem well thought through and defined (from your point of view) and offer one or more possible solutions. This one step can change everything. Be ready and willing to be a part of the solution process.

06

### Mind Your Manners



- Be respectful of their time
- Come prepared
- Use non-inflammatory language
- Watch your tone
- Demonstrate emotional intelligence



VOCARE LEADERSHIP

[vocareleadership.com](http://vocareleadership.com)