



THE BOSS: Individuals in this category often exhibit signs of a "Know-It-All" although they can act out as "The Boss" only. As the name implies, The Boss is an individual who tells everyone else what to do and does so in a very smug manner that often offends others. The Boss is usually someone who has very little authority in his/her life and/or somehow thinks he/she is helping the organization or lead person by taking a commanding role, although they have none. The Boss can be a Performer except he usually will try to delegate his tasks to others who have a kind or easy going personality. The Boss will usually come off as a person who has been with the organization for a long time and/or thinks he has a strong relationship with unit coordinators that sets him above the other personnel in your unit when in reality, they have no special authority.

How To Recognize: The Boss will usually stand out as a person who others shun and, as the name implies, is seen and/or heard giving orders to others that The Boss could easily do himself. The Boss will usually try to associate himself with the group's Coordinator thinking he is actually helping and making statements to the Coordinator such as "I told them to they need to get xxxx done. I'll make sure they do it". The Boss will often be heard making statements like , "XXX wants us to get this done, go ahead and move those that over there", etc. These individuals truly believe they are helping and do not see the harm in their actions. Further, The Boss usually spends a lot of time in their position and takes his/her volunteer position very seriously, sometimes too seriously thinking he/she has more, if any, authority than he/she really does.

Effect on Organization: **Low to High**, depending on how others react to them. On the low side, others will ignore and laugh them off. On the high side, The Boss can be very destructive if he/she goes unchecked by the Coordinator as others will not want to attend functions where The Boss will be while creating growing resentment against the Coordinator for not stopping The Boss.

How to Deal With Them: The Boss can be one of the most difficult individuals to deal with as their personalities usually carry through to their personal lives and they believe they are correct. The Boss may have to be shut down in view of the others so they'll know they not to take orders from them any more unless otherwise instructed by you.

