Mind map

Leader vs boss: 8 key differences and how to become a leader

Boss vs leader: 8 contrasts

- Source of power
- Communication: the boss gives orders
- Mistakes: the boss looks for someone to blame
- Results: the boss takes the credit

What the research shows

- Abusive supervision, with humiliation
- At the other end, Hoch and colleagues (2016) compared...

But note: managing is also necessary

- Harvard's John Kotter reminds us that management and leadership...
- The problem isn't holding people accountable



How to go from boss to leader

- 1. Explain before you instruct
- 2. Ask more than you answer
- 3. Treat mistakes as data
- 4. Praise in public, correct in private

A question to reflect on

- If your title disappeared tomorrow

Frequently asked questions

1. What is the main difference between a leader and a boss?
2. Can you be a boss and a leader at the same time?
3. How do I know if my boss is abusive?

Key takeaway

Leader vs boss in practice, what research says about abusive supervision and servant leadership, and how to move from command to real influence.

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