



5 Ways to Be a More Honest Supervisor

There are a wide variety and number of items that should not, and in many cases, legally cannot be shared with others. Transparency in leadership is not absolute. When it comes to being transparent, or honest, set expectations with those you work with about what that really means.

1. **Be more honest about hiring-** Let candidates know ahead of time what the hours, compensation, and hiring process are. During the hiring process, do not try to paint a picture of an organization that you are not. Let them know as best you are able what it is like to work there. Include their own supervisor and / or who they will be supervising in the interview process. Be honest with the wonderful things about working with you and some of the challenging ones.
2. **Be more honest about money-** Do not tell new hires that you are offering the highest amount possible if you are not. Do not tell new hires that there is no room for negotiation if there is. Also, honesty is more than not lying. It is offering information that could be helpful. A new hire might not negotiate when there is room to do so. Why not just pay what you are willing to pay?
3. **Be more honest with about performance-** Fear of feedback runs deep on either side of that feedback table. Most of our experiences with feedback are not effective, so of course most of us do not like it. But as a leader, it is your responsibility to let people know what is expected of them and when they are not meeting those expectations. Performance reviews, promotions, firings, should not be surprises or secrets. People should know when they are on track and when they are not.
4. **Be more honest about what you need-** Half of staff say they do not know what is expected of them at work. This leads to most other problems that occur. It is your job as the leader of your team to make it absolutely clear what is expected, how and when. If those expectations are not met, the first question you need to ask is if the expectation was clear. Additionally, when it comes to what you need from your own supervisor, colleagues, and partners, be upfront and clear.
5. **Be more honest with yourself-** Do you really want to be a team leader? What is your motivation? This is a question you should ask yourself throughout your time as a supervisor. The answers are likely to change over time. These questions require a deep level of self-reflection and can be supported by working with mentors, coaches, and trusted colleagues.

Every day provides a new opportunity to operate with integrity and honesty. Too often, fear or deception get in the way of doing the good work we are called to do. As a supervisor, it is your opportunity and responsibility to lead by example and to expect the same from those around you..