HOW CONSISTENCY BENEFIT MANAGERIAL BEHAVIOR

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In building a good work relationship in the office, building trust will take first place. Trust builds loyalty among employees. It also motivates them to do better in their jobs. It is crucial to know that this trust can easily be destroyed if the managers are inconsistent or unpredictable. Consistency is the key.

Managers have different ways of managing their group or team. Some are democratic while others are more autocratic. Some are hands on and some are not. Some are motivational while some are rational. The differences can make it difficult to identify which management behaviors are recommended and which are not.

Nevertheless, as you look more closely to the variations in the managerial styles, you will see that successful managers are those who are able to create a solid level of trust. Their employees have confidence in them. They are trusted to make sound decisions and in giving fair treatment. In the opposite, ineffective managers gain mistrusting and unconfident employees.

Research shows that the biggest factor is trust built on consistency. Random things and decisions can often lead to unpredictability and confusions which in turn creates mistrust. Thus, it is vital that managers do a daily check of their own behavior to ensure that their employees observe only consistent and attitude that truly fosters trust in the work place.
In doing this, be wary of these pitfalls:

1. Consistency in both public and private meetings. This means that what your employees see in you during a private with each of them should be the same attitude they see during your group meetings.

2. Be consistent in your managerial philosophy. If you are diplomatic, do not suddenly shift into being autocratic without any solid rationale.

3. Walk your talk. Your employees should see that what you say is what you mean and is what you do.

While it can be hard to be completely consistent and predictable, clear communication can help. Talk to your employees when there will be changes or the reason why you have to shift on strategies or on how you have to arrive at a certain decision. This can help maintain the trust which is the groundwork for a solid work relationship.

References:

