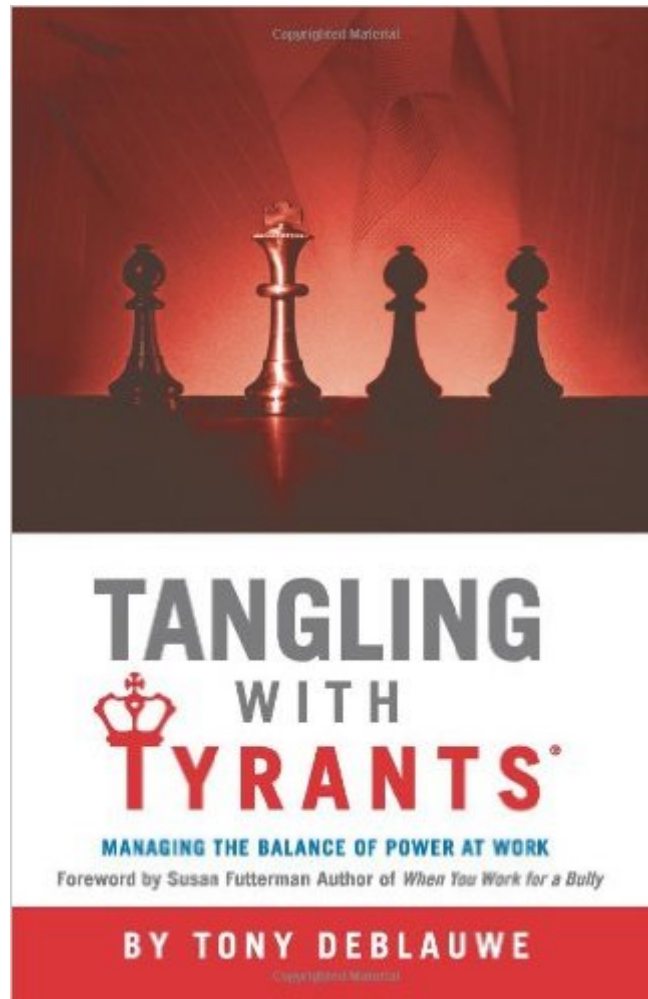


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# Tangling With Tyrants: Managing The Balance Of Power At Work



## Synopsis

2009 Winner Readers Favorite Book Award 2010 Winner Rebecca's Reads Literary Award 2010 Winner Reader Views Literary Award 2010 Winner Axiom Business Book Award "Tony Deblauwe's approach to dealing with an abrasive, domineering boss is both insightful and inspired." -LAURA CRASHAW, author of Taming The Abrasive Manager "Tangling with Tyrants offers hope and alternatives for people who may think quitting is the only option for dealing with a bad boss." - FOREWORD MAGAZINE "This book is a terrific and practical guide to dealing with bosses, and demonstrates a remarkable talent by Deblauwe to understand where key elements of power are focused in the workplace." - BOOKREVIEW.COM "Tangling with Tyrants identifies and explains dysfunctional relationship roles, what behaviors will adversely affect an employee, and actually changing the relationship dynamics with enduring, practical, applicable solutions." - MIDWEST BOOK REVIEW BOOK SUMMARY Do you dread going to work because of your boss? Quitting isn't always an option and feeling like a victim of a bad boss only robs you of productivity, job satisfaction, and power. Career strategist and workplace expert Tony Deblauwe has spent years coaching employees how to be more effective with difficult bosses, and he has compiled his experiences into this indispensable guide. *Tangling with Tyrants: Managing the Balance of Power at Work* offers practical techniques that show you how to build a communication process that will turn things around and help you build successful outcomes. You'll get guidance on addressing direct and indirect bad boss behaviors, developing the right approach, and achieving mutually beneficial outcomes. By applying the techniques in this book, you will be equipped with the right tools to handle your boss and create the results you want.

## Book Information

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## Customer Reviews

I would imagine that at least once in a person's career he or she will be subject to a rather difficult boss. It has happened to me four times now out of four jobs. You take a job and are excited to start the work only to discover that instead of a helpful and supportive manager, what you're faced with is an arrogant person who constantly makes you question your own self-worth. It's a difficult work environment and one that is not conducive to productivity. Tony Deblauwe in his book, **TANGLING WITH TYRANTS: MANAGING THE BALANCE OF POWER AT WORK**, discusses what we as employees can do to resolve this painful situation. This book is quite the useful tool and is full of great information. Sometimes, it's hard for us to imagine our workplace being any different than it already is. We accept the reality of the situation and, especially in today's economy, keep trudging along and attempting to make the most out of a bad situation. Well, Deblauwe's point of view is that we don't have to just accept a negative work environment. If our boss is what's making our working lives miserable, there are solutions to the problem. Deblauwe uses his experiences to outline what negative behavior looks like, how it affects the employee and how we can find a suitable compromise and increase the quality of our work environment. This is probably one of the most useful parts of the book, in my opinion. Deblauwe is now just another "expert" coming in and giving his opinion. He been there and done that. He's worked in Human Resources and seen other employees in the same situation. Deblauwe really seems to know what he is talking about and infuses **TANGLING WITH TYRANTS** with his knowledge.

Having worked in the field of law for over 10 years, I've certainly dealt with my fair share of workplace tyrants! But, as much as I'd love for Tony Deblauwe to come live at my law firm in order to teach tyrant-management skills to my co-workers, his upbeat new book **Tangling with Tyrants - Managing the Balance of Power at Work** is an excellent consolation prize, providing forward-thinking strategies in dealing with the inevitable workplace tyrant. Deblauwe has been a workplace strategist and human resource consultant for years, and his experience shows. **Tyrants** takes the reader step-by-step through a process of determining whether or not you work for a tyrant, outlining typical tyrant behavior and our reactions to them, and providing fresh strategies for dealing with said tyrant. As Deblauwe rightly asserts "You can't change the person but you can change your approach." Deblauwe outlines both the direct and indirect methods used by tyrants. Direct methods

(as anyone who has ever been terrorized by one will recognize) include criticism and belittling, micro-management, magnification of their own power while directly or indirectly threatening your job. The indirect approach includes passive aggression, backstabbing, and taking credit for the work of others. Deblauwe discusses emotions in the workplace and why tyrant bosses can cause us so much angst: We perceive negative behavior from our superior as a threat; not only to how we work, but to how work makes us feel. Our feeling of self worth is difficult to discuss because emotion has no place in most corporate settings...

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