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# what's up doc?



by Dr. Mary Livers

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Dear Colleagues:

I hope everybody remembered that it was Bosses Day yesterday. I had actually forgotten all about Bosses Day until I was surprised by many nice greetings and well wishes. Thanks to all of you who remembered the day and all of your bosses out there. Since it was bosses day, I wanted to share some of my "random thoughts" about bosses, in general.

It's a fact of life-everybody's got one, a boss that is. Over the years I've had some great bosses, and unfortunately I have had some that have been....not so great, in fact, some could be considered real jackasses. I know you know what I'm talking about.

I know all wish that we could choose our bosses, but you know that's not how it works.

No matter how good or bad my bosses have been, I've learned from all of them. From some, I've learned what not to do. And from others, I have learned how to (try) and be a good boss myself. One thing I have definitely learned: the quality of my relationship with my boss is up to me. I have to take responsibility for the quality of my work, and the quality of my relationship with my boss.

My message to all of you is this: if you're in a situation where you have what you consider a bad boss (I feel for you), you can decide how you're going to respond. It's your choice to rise above the things that bring you down, or you can choose to stay stuck. Being successful in life often means adjusting to adverse situations and making the best of what you got. Remember, it is not your job to change your boss. You will not succeed.

Of course, it's management's job to ensure that you have good bosses. I want to assure you that I will do everything possible to provide feedback, training and high expectations for all bosses in the agency. I expect fairness, honesty, respect and accountability, and true care and concern for all of our employees. These are the qualities I'd like to see from all who have the authority and responsibility for supervision. That is the culture I hope we are creating in this agency.

I think we have many more of the good type of boss than the other type. You can help me with that. When you get promoted and you become the boss, be the kind of boss you respect and appreciate, instead of the other kind.

For those of you with a great boss who inspires, motivates and supports you, enjoy every minute it. The kind of positive growth you will experience under that person is phenomenal. Learn everything you can from such a person. When you become the boss, strive to have the qualities you admire.

I know we have those great bosses in OJJ. I've seen some of them in action. Please let them know how much they are appreciated. I certainly appreciate the good bosses I've seen in OJJ.

I hope you all had a great week. For those who get a rest this weekend, enjoy! For those of you who are working, thanks for being there when everybody else is resting. And HAVE FAITH.

Sincerely,  
"Doc" *Dr. Mary Livers*

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