



The Good Boss

Allows for complexity;
for getting it right, not being right;
for emotions and messiness and failure
(and therefore creativity and innovation).

The good boss acknowledges that screen work
is only one small portion of the work available to you,
to society, and to humanity; and that often the deepest work
available happens face to face.

Or in the offline, three-dimensional world.
Or both.

The good boss pays you for the efforts of today,
not promising cash 'later'
or when the business hits a sales goal
or years from now when you've 'officially' paid your dues.

The good boss forbids doomscrolling
and doesn't make you sit
at a screen for one minute longer than it takes
to finish your work for the day.

The good boss speaks kindly to you,
believes in you, and labors on your behalf,
even when you have failed, fucked up,
gone off the rails, lost the plot,
or blown a bunch of time and energy
on a project that went nowhere.

The good boss acknowledges the complex web
of relationships and skills and systems
and talents and teachings within you,
encouraging growth wherever possible.

The good boss is just as strict about rest and rejuvenation
as about deadlines and productivity.
She does not allow for vacation days to go unused,
sick days to go unspent, or personal days to roll
into the next calendar year.

The good boss does not want to hear from you
on weekends or holidays.

The good boss
lets you be human.

Because you are.

-- Kristen Kalp, kristenkalp.com