



WSBA

EFFECTIVE WAYS TO TURN OFF A GOVERNOR	EFFECTIVE WAYS TO TURN OFF WSBA STAFF
<p>Forget that Board volunteers have the same feelings and emotions that you do</p> <p>Forget that Board volunteers are volunteers, not paid staff persons</p> <p>Not asking Board volunteers' advice or involving them in the decision-making process</p> <p>Ask for an appointment without saying what you want to talk about</p> <p>Fail to stick to appointment time schedules</p> <p>Fail to respond promptly to phone calls and/or e-mails</p> <p>Forget to acknowledge Board volunteer's accomplishments</p> <p>Embarrass a Board volunteer through inaccurate or insufficient data</p> <p>Force a Board member to make repeated requests for data</p> <p>Attempt to manipulate a Board volunteer in order to achieve a desired decision</p>	<p>Forget the staff have the same feelings and emotions that you do</p> <p>Treat you staff condescendingly</p> <p>Agree to a course of action privately, then change direction publicly without notifying staff of the reasons</p> <p>When meeting with a staff person, sign letters, answer many phone calls, dictate a letter to your secretary – all of these designed to demonstrate how little you think of them or their time</p> <p>Fail to return phone calls and/or e-mails or follow up on commitments</p> <p>Once a deadline has passed, force staff to inquire repeatedly about your progress</p> <p>Fail to recognize staff accomplishments</p> <p>Instruct a staff person to do many hours of research or documentation without recognizing ongoing task loads or checking with his/her supervisor first</p> <p>Step out of the Board volunteer role into the staff role</p>