

Coping with Toxic Managers, Subordinates ... and Other Difficult People: Using Emotional Intelligence to Survive and Prosper

By Roy H. Lubit

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Many managers engage in destructive behavior that does considerable harm to their subordinates, their organization and eventually themselves. Whether they are narcissistic, unethical, rigid or aggressive, or simply depressed/anxious/burned out, working with them can be a nightmare. Moreover, they can do serious damage to their organizations by diverting energy from productive work, damaging cooperation and knowledge sharing, impairing retention of the best people, weakening morale, and making poor business decisions. In Coping with Toxic Managers, psychiatrist and organizational consultant Dr. Roy Lubit shows you how to develop your emotional intelligence and protect yourself and your organization from the destructive impact of toxic managers. While there are many organizational consultants who utilize psychological insights in their work and psychologists who consult to organizations, Dr. Lubit's depth of training and experience in psychiatry, organizational behavior and organizational consulting provides a basis for unique insights

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Editorial Review

From Booklist
Lubit, an academic, psychiatrist, and management consultant, explains how our ability to work effectively with difficult or "toxic" managers will have a significant impact on our careers. By improving this ability, he claims, we will learn to better understand and manage ourselves. The first order is to increase our emotional intelligence, comprising personal and social competence. These competencies are our abilities to understand our own feelings, strengths, and weaknesses, and to control our emotions while also understanding the feelings of others and developing skills to form positive relationships with them. Lubit delineates the behaviors of five types of toxic managers--narcissistic, unethical, aggressive, rigid, and impaired--saying that these behaviors are manifestations of depression and fear. By understanding them, we will be able to design strategies to protect ourselves. While this reads like a textbook, the author has valuable insight to share with those in today's business world who are dealing with--or who may someday deal with--a toxic manager.
Mary Whaley
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From the Back Cover

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About the Author

Dr. Roy H. Lubit trained in psychiatry at Yale, wrote a Ph.D. dissertation on organizational learning at Harvard, researched organizational behavior at Columbia Business School, and taught organizational behavior at the City University of New York's Zicklin School of Business. He is a senior consultant to the Center for Social and Emotional Education and a member of the Consortium for Research on Emotional Intelligence in Organizations.

His professional training and extensive experience in both psychotherapy and organizational dynamics are very unusual. Many people are trained in one of these areas and do some work in the other. Deep involvement in both provides a foundation for unique insights.

Dr. Lubit coaches executives; runs leadership workshops; consults to corporations, governmental agencies, and law firms on a variety of organizational issues; and conducts research on fostering emotional intelligence. Dr. Lubit has appeared widely on TV and radio and presented numerous times at professional conferences.

Users Review

From reader reviews:

Lynn Gowen:

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