

## The 11 Commandments for Wise Bosses

1. Have strong opinions and weakly held beliefs.
2. Do not treat others as if they are idiots.
3. Listen attentively to your people; don't just pretend to hear what they say.
4. Ask a lot of good questions.
5. Ask others for help and gratefully accept their assistance.
6. Do not hesitate to say, "I don't know."
7. Forgive people when they fail, remember the lessons, and teach them to everyone.
8. Fight as if you are right, and listen as if you are wrong.
9. Do not hold grudges after losing an argument. Instead, help the victors implement their ideas with all your might.
10. Know your foibles and flaws, and work with people who correct and compensate for your weaknesses.
11. Express gratitude to your people.

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