



The Science of Why it's Better to Be the Boss

And what you can do to set up your child to succeed

Alan E. Nelson, Ed.D.

Let's be honest, as parents, we wing it a lot of the time. Even those of us who finished four years or more of college, most will never crack a book when it comes to raising kids, go figure. Thus, it shouldn't surprise us that our children receive a potluck of parenting practices. Most mimic the way we were raised or just the opposite if we didn't like our parents' approach. Mix in mom's and dad's personality, combine that with the child's temperament, and birth order, add a dash of family and friend influence, household economy, and some ethnic culture, and there you go... a future adult.

While well-intended, the typical parent's approach leaves some gaps. One of the holes I've studied over the last two decades results in grown-ups who never learn how to lead or wait 20 years on average before a corporation formally invests in them (based on a survey of 17,000 managers, published in a Harvard blog). Here's my point, the research shows us that leaders (bosses, managers) enjoy work and life more than those who do not supervise. When parents fail to develop their child's leadership potential, they reduce their future work-life satisfaction and beyond. As a professor, I'm used to looking at the science of what does and does not work, so here's a short sample of what the research tells us.

Studies show...

- Managers possess higher job satisfaction than employees.^{1,5}
- Supervisors have significantly higher work engagement* than line-level employees.² (*Highly engaged employees are more positive about their jobs and



organizations, treat co-workers with more respect, help others improve work efficacy, continually improve work-related skills, are highly active, and demonstrate in- and extra-role performance.) (Bakker and Demerouti, 2009)

- Supervisors have lower turnover intentions than line-level employees.³
- Supervisors tend to have stronger non-financial recognition needs and attach less significance to financial rewards.⁴



- Higher job status is associated with greater workplace community and commitment to organizational goals.⁶
- Findings indicate satisfaction increases with the number of employees being supervised and was associated with individual power values.⁷
- Supervisors rated the following work qualities higher than non-supervisors: satisfaction,

interesting work, job autonomy, helping others, job useful to society, pay, promotional opportunities, relations with co-workers and management, contact with others, schedule flexibility, and less physical effort.⁸

- Top managers with children are less likely than other working parents to say parenthood has been an obstacle to job advancement (33% to 17%).⁹
- Top managers are more likely to say their current position is their career (78% vs 44%) rather than just a job to get them by (12% vs 23%).¹⁰
- 84% of bosses describe themselves as “very satisfied” with their family situation, versus 74% of workers¹¹
- 69% of bosses are more satisfied with their current position than workers (48%)¹²
- 40% of top managers are very satisfied with their financial situation compared to 28% for workers¹³
- According to the US Department of Labor, which computes employee-manager wage gap data, a team member only makes 1/2 to 2/3 of what their team leader makes.¹⁴
- Bosses are more likely to say they have sufficient education and training to help them succeed (73% vs 57%).¹⁵
- Only half as many bosses are likely to be looking for a job (12%) than workers (23%).¹⁶





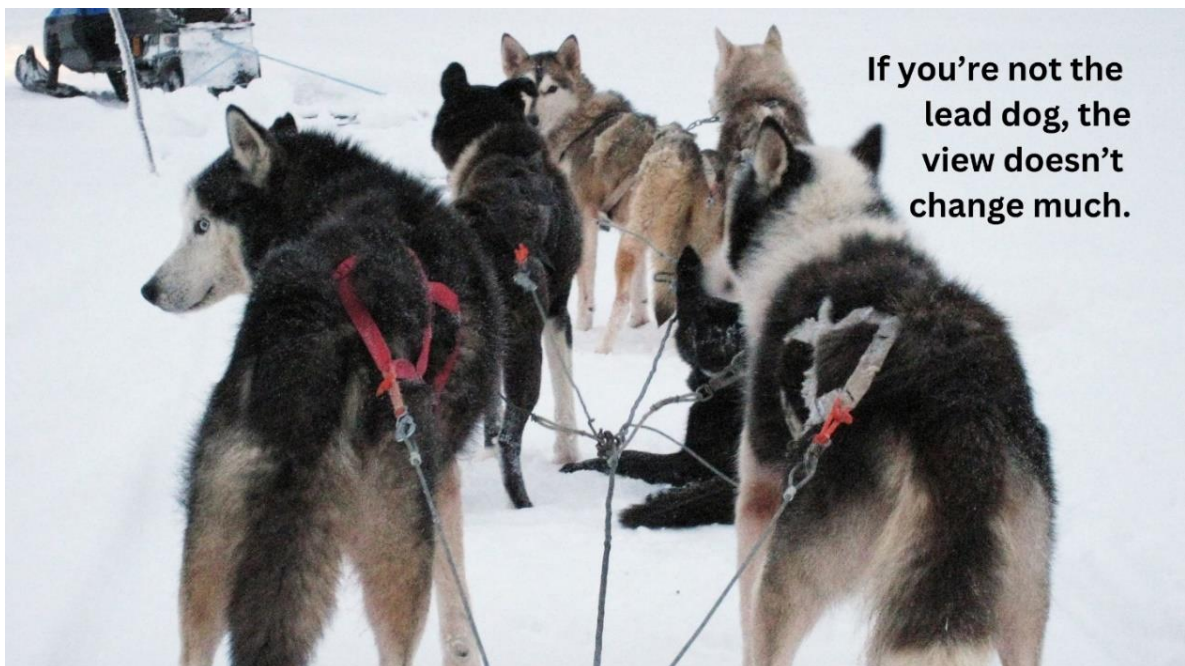
- Managers often have better health. One reason is that the managerial position offers access to more resources that promote health.¹⁷

Whether they realize it or not, most parents do well raising followers, but why would you want to do that, considering the long-term benefits of leading? By developing your

children's leadership potential, along with teaching them how power and influence work, you free them from the bondage of organizational ignorance and vulnerability.

Most parents either are inexperienced as leaders or have not been taught how to develop leaders so young. That's why we created the first-of-its-kind online course called KidLead Academy that trains parents to develop their children's leadership potential. For more information on this 7-hour, practical, executive-caliber resource, go to www.kidlead.com/kla contact us via info@kidlead.com.

Years ago, American Express ran an ad campaign that stated, "Membership has its privileges." Most of us know what the studies state that leadership has its privileges. That's why savvy parents who want to set up their children to succeed, will develop them to lead.



Alan E. Nelson, Ed.D. has been a Lecturer of Management at the Naval Postgraduate School since 2010 and is a global leader in young leader development. He's the founder of KidLead Academy and designer of LeadYoung Training curricula (www.LeadYoungTraining.com). The Nelsons have three grown sons and live near Los Angeles, California.

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