

Transcript of clip from Amy Gallo's Mind Tools Expert Interview

“This is one thing I think to keep an eye on with any of the advice in the book or any tactics you try to employ to change the dynamic. Is that, first and foremost, you need to make sure that you're taking care of yourself: that you are watching out for your mental and physical health.

“Because, it is possible to get deep into these relationships and get really focused on trying to improve them at the cost of your own mental health or your own wellbeing. And so, I think you have to really watch out for ‘Do I feel like I am keeping my integrity?’ ‘Do I feel like these steps I'm taking actually compromise my own reputation or my own wellbeing?’ and really make sure you're keeping an eye on that as you go.

“Some people will start out saying, ‘Oh, yes/no. These seem like the right things to do’ – and especially with an insecure boss. If that person is not well respected in the organization and you're doing all this work to align yourself with them or to flatter them, it may tarnish *your* reputation.

“So, you need to be really careful that, as you're doing things, you're keeping an eye on, both how you feel and your values – and you're making sure you're aligned with your own values – but, also, how others are perceiving your attempts to make this relationship better.”

[Listen to the full 30-minute interview in the Mind Tools Club.](#)