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Becoming a manager is a career shift just as much as deciding a profession you want to study in school. It requires learning new skills and taking on different responsibili-

ties. As much as you might like to think that every one of your managers has the best of intentions, they may not be a good fit for management at all.

Helping employees feel rewarded, recognized, and thanked is also key to performing effectively as a manager. The most important issue in management success, however, is being a person that others want to follow. People have rational reasons for following such as reaching career goals, attaining money, and gaining power.

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