

7 Traits of a True SERVANT Leader

Trait	Self-perception of success:
<u>S</u>elfless	<ul style="list-style-type: none"> • Try harder • Not too bad • Good • Better • Awesome
<u>E</u>ncourager	<ul style="list-style-type: none"> • Try harder • Not too bad • Good • Better • Awesome
<u>R</u>espectful	<ul style="list-style-type: none"> • Try harder • Not too bad • Good • Better • Awesome
<u>V</u>ersatile	<ul style="list-style-type: none"> • Try harder • Not too bad • Good • Better • Awesome
<u>A</u>ccountable	<ul style="list-style-type: none"> • Try harder • Not too bad • Good • Better • Awesome
<u>N</u>ice	<ul style="list-style-type: none"> • Try harder • Not too bad • Good • Better • Awesome
<u>T</u>rustworthy	<ul style="list-style-type: none"> • Try harder • Not too bad • Good • Better • Awesome

Servant Leadership into Practice

Do you?:

- Put your own self-interests aside for the good of the group.
- Encourage people to share their ideas because you are genuinely interested in hearing them; seek to connect people to roles that are in alignment with their strengths, desires, and passions.
- Value and respect everyone's contributions and regularly seek out opinions even when they might be different from your own.
- Encourage creativity and innovation and foster an environment where this can occur.
- Accept complete responsibility for your behavior; admit when you've made a mistake.
- Make a genuine effort to recognize, perceive, and directly feel the emotions, circumstances, and problems of others.
- Keep your word when you give it.

Ponder:

- Do you really want the input of others, or do you really just want them to agree and validate your opinions and ideas?
- Do you truly listen to what other people are saying with their work and actions, as well as what they're not saying? Do you listen to understand, or do you just listen to respond? Are you perceived as having listened?
- Do you communicate effectively through your words and behavior? Are your words and actions aligned? Do you "walk the talk"?
- Do you take time for regular personal reflection as a way to grow? Do you seek feedback from others to ensure others' perceptions are in alignment with your own?
- Do you seek challenges for personal and professional growth? Are you continually seeking to learn and develop yourself and others?
- Do you advocate for others even when it means you may not get what you want?
- Are you willing to put your own personal agenda aside for the betterment of others?

Service in Action:

Which of the seven **SERVANT** Leader traits do you need to focus on most? What is one specific action you will take to integrate this trait into your leadership style?

Self-Development Practices

Questions to Discuss with your Team:

- What obstacles are in the way of performing your job to the best of your ability?
- How would you assess the feedback you're getting about how you are performing?
- What needs do you have that are not being met?
- If you could change just one thing about your job, what would it be?
- What aspects of your job performance do you believe you need to improve upon?
- What frustrates you most about your job?
- What ideas do you have to help improve your department? The organization?
- How would you assess your job satisfaction?
- How would you assess my performance as a leader?
- How specifically could I improve as a leader?
- What would you do differently if you were in my role?
- How can I better support you?
- How could the organization better support you?