

Servant Leadership

Leadership - The skill of influencing people to action with *character* that inspires confidence & excellence.

Skill - A learned or acquired ability.

Power - The ability to force or coerce others to do your will, even if they would choose not to, because of your position or might (paraphrase: “*Do it or else!*”)

Authority – Your earned personal influence which motivates others to *willingly* act on behalf of the team (paraphrase: “*I’ll do it for you*”).

Slave - One who is dominated by and meets the wants, wishes and desires of others.

Servant - One who identifies and meets the legitimate needs of others.

Wants - Personal wishes and desires without regard to the physical and/or psychological consequences.

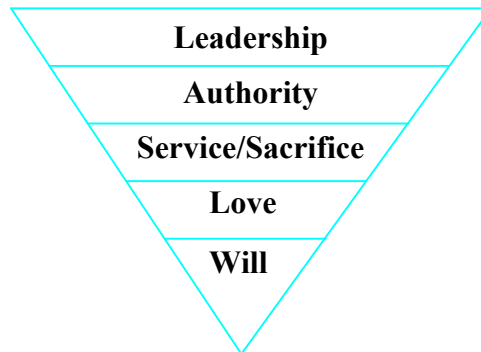
Needs - Legitimate physical and/or psychological requirements for the well-being of a human being.

Service/Sacrifice - Setting aside your own wants/needs/desires in order to meet the legitimate needs of others.

Love (*Verb*) - The act(s) of extending yourself for others by identifying and meeting their legitimate needs and seeking their greatest good. (paraphrase: “*Love is as love does*”)

Will - Intentions + Actions = Will ➤ (Conversely: Intentions - Actions = Squat)

Servant Leadership Model



Leadership, Love & Character (as defined in 1 Cor. 13: 4-8)

<i>Skill</i>	<i>Defined</i>
Patience	To Show Self Control (impulse control)
Kindness	To Give Attention, Appreciation, Encouragement - Common Courtesy
Humility	To Be Authentic - Not Boastful, Arrogant, prideful or “Puffed Up”
Respectfulness	To Treat Others as Important People
Selflessness	To Meet the Legitimate <i>Needs</i> of Others (as opposed to <i>wants</i> of others)
Forgiveness	To Give Up Resentment When Wronged
Honesty	To be Free From Deceptive Behavior - Accountability
Commitment	To be “All in” – Courage to do the Right Thing

“Leadership is *character* in action!” ➤ *Warren Bennis*

Leadership Defined

The skill of influencing people to action, with character that inspires confidence & excellence.

7 Principles of Leadership

- 1) Leadership = Awesome Responsibility
- 2) Leadership = Skill
- 3) Leadership ≠ Power/Management
- 4) Leadership = Authority (Influence)
- 5) Leadership = Serving
- 6) Leadership = Coaching
- 7) Leadership = Character

Growing Leaders

- 1) Foundation (Set the Standard)
Continuous Learning
- 2) Feedback (Identify the Gaps)
Continuous Input/Data
- 3) Friction (Eliminate the Gaps)
Continuous Improvement

Leadership Skills Inventory- Self Assessment

Your Name _____ Your Position _____ Your Department _____

	Strongly Agree	Agree	Disagree	Strongly Disagree
01. I give appreciation to others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
02. I confront people with problems/situations as they arise	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
03. I spend time walking floor and stay close to subordinate activity.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
04. I give encouragement to others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
05. I make clear to subordinates what is expected on the job.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
06. I am a good listener	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
07. I coach & counsel subordinates to ensure compliance with goals.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
08. I treat people with respect (i.e. like they are important people)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
09. I am actively involved in the development of subordinates.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. I hold people accountable for meeting the standards set.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. I give the credit to those who deserve it	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. I show patience and self control with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. I am a leader people feel confident following	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. I have the technical skills necessary to do my job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. I meet the <i>legitimate needs</i> (as opposed to <i>wants</i>) of others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. I am able to forgive mistakes and not hold grudges	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. I am someone people can trust	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. I do <i>not</i> engage in backstabbing others (talking behind backs, etc)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. I give positive feedback to subordinates when appropriate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. I do <i>not</i> embarrass people or punish them in front of others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. I set high goals for self, subordinates, and department	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. I have a positive attitude on the job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. I am sensitive to implications of my decisions on other dept's.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. I am a fair and consistent leader and lead by example	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. I am <i>not</i> an over controlling or over domineering person	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. I display humility (not arrogant, approachable, authentic).....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27. I show kindness & empathy toward others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

What are my greatest Leadership strengths/skills? _____

What Leadership skills do I need to work on and improve? _____

Your Signature _____ *Date* _____