



Servant Leadership in Your Library

A 60-minute Session

How would **you** define “servant leadership” in your own words (one sentence)?

1. Why is it important in **your** library environment? _____

2. What are some of the challenges **you** experience in exhibiting servant leadership?

3. Let’s look at some words that might be associated with servant leadership:

- | | | |
|---|---|---|
| <input type="checkbox"/> competence | <input type="checkbox"/> respect | <input type="checkbox"/> growth |
| <input type="checkbox"/> vulnerability | <input type="checkbox"/> credibility | <input type="checkbox"/> passion |
| <input type="checkbox"/> confidence | <input type="checkbox"/> support | <input type="checkbox"/> outward focus |
| <input type="checkbox"/> assertiveness | <input type="checkbox"/> coordination | <input type="checkbox"/> patience |
| <input type="checkbox"/> consensus building | <input type="checkbox"/> relevance | <input type="checkbox"/> non-judgmental |
| <input type="checkbox"/> empathy | <input type="checkbox"/> trust | <input type="checkbox"/> discernment |
| <input type="checkbox"/> open-mindedness | <input type="checkbox"/> honesty | <input type="checkbox"/> questioning |
| <input type="checkbox"/> encouragement | <input type="checkbox"/> consistency | <input type="checkbox"/> disagreement |
| <input type="checkbox"/> fairness | <input type="checkbox"/> strategic thinking | <input type="checkbox"/> integrity |
| <input type="checkbox"/> unassuming | <input type="checkbox"/> reality | <input type="checkbox"/> loyalty |
| <input type="checkbox"/> informality | <input type="checkbox"/> responsibility | <input type="checkbox"/> job satisfaction |
| <input type="checkbox"/> sensitivity | <input type="checkbox"/> high morale | <input type="checkbox"/> commitment |
| <input type="checkbox"/> intuition | <input type="checkbox"/> conviction | <input type="checkbox"/> good judgment |
| <input type="checkbox"/> perception | <input type="checkbox"/> meaning | <input type="checkbox"/> compassion |
| <input type="checkbox"/> courtesy | <input type="checkbox"/> listening | <input type="checkbox"/> approachable |
| <input type="checkbox"/> adaptable | <input type="checkbox"/> openness | <input type="checkbox"/> humility |
| <input type="checkbox"/> flexibility | <input type="checkbox"/> diplomacy | <input type="checkbox"/> acceptance |
| <input type="checkbox"/> communication | <input type="checkbox"/> tact | <input type="checkbox"/> involvement |
| <input type="checkbox"/> sense of purpose | <input type="checkbox"/> discipline | <input type="checkbox"/> sincerity |
| <input type="checkbox"/> accountability | <input type="checkbox"/> challenges | <input type="checkbox"/> acknowledgment |
| <input type="checkbox"/> decisiveness | <input type="checkbox"/> input | <input type="checkbox"/> appreciation |
| <input type="checkbox"/> leadership | <input type="checkbox"/> feedback | <input type="checkbox"/> recognition |

4. What other words come to mind for you?

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5. Servant leadership does not equal:

- _____
- _____
- _____

- _____
- _____
- _____

6. Let's look at some words that might be connected to an environment where servant leadership is non-existent:

- | | | |
|--|---|--|
| <input type="checkbox"/> chaos | <input type="checkbox"/> passive/aggressive | <input type="checkbox"/> coercion |
| <input type="checkbox"/> confusion | <input type="checkbox"/> mediocrity | <input type="checkbox"/> ego |
| <input type="checkbox"/> distrust | <input type="checkbox"/> ordinary | <input type="checkbox"/> personal ambition |
| <input type="checkbox"/> vagueness | <input type="checkbox"/> disengagement | <input type="checkbox"/> status |
| <input type="checkbox"/> cynicism | <input type="checkbox"/> resentment | <input type="checkbox"/> personal insecurity |
| <input type="checkbox"/> complacency | <input type="checkbox"/> watch your back | <input type="checkbox"/> self-interest |
| <input type="checkbox"/> arrogance | <input type="checkbox"/> demoralizing | <input type="checkbox"/> power |
| <input type="checkbox"/> manipulation | <input type="checkbox"/> alienation | <input type="checkbox"/> position |
| <input type="checkbox"/> volatility | <input type="checkbox"/> command | <input type="checkbox"/> aloofness |
| <input type="checkbox"/> micromanagement | <input type="checkbox"/> control | <input type="checkbox"/> tunnel vision |

7. Which "servant leadership" word(s) do **you** need to be more intentional about? _____

8. What can **you** do to incorporate the ideas behind those words? _____

9. Which of the **non**-servant leadership words might be **noticeable** in your interactions with others? _____

10. What can **you** do to lessen or eliminate those **non**-servant leadership words? _____

THOUGHTS TO PONDER

1. Be aware that the insistence on total _____ and the need to be _____ and the idea of servant leadership are **mutually exclusive**.

2. Part of servant leadership is understanding and embracing your own _____.

3. A servant leader knows when to take a _____.

4. If you had to choose **only one** of the following phrases about your own behavioral tendency, which would it be? Be totally honest – those around you can “see through you” when you are pretending to be what you think you *should* be!

- a) I love to make sure people are having fun.
- b) I love to be in control.
- c) I love to make sure things are being done perfectly.
- d) I love to make sure things are calm.

5. How might it negatively affect your efforts as a servant leader if you are:

- a) _____?
- b) _____?
- c) _____?
- d) _____?

6. Tough questions to ask yourself about your ability to show servant leadership:

- Would the loss of my leadership position cause me deep _____?
- How does my leadership position _____?
- How do I _____ those I'm leading?
- Do I focus only (or too much) on the _____ in my employees?

What is one thing I will work on to improve my servant leadership?

Specifically, what will I do to improve in that area?

Who can hold me accountable? How?

What changes might I expect to see?

Resources:

Wired That Way, Marita Littauer, thepersonalities.com

The Power of Servant-Leadership, Robert Greenleaf and Larry Spears