

Redefine

**YOUR SERVANT
LEADERSHIP**

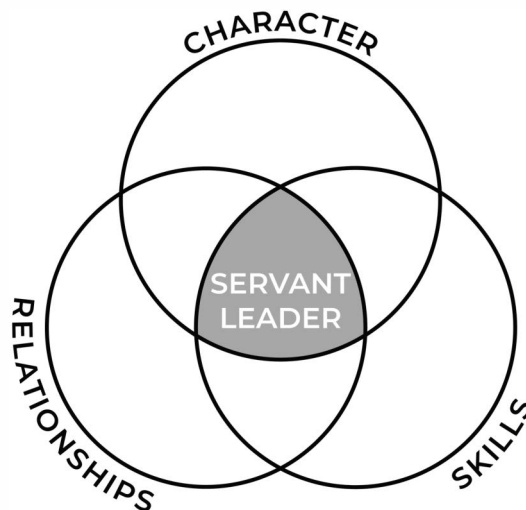
**ADDITIONAL
RESOURCE**

THREE KEY ATTRIBUTES FOR SERVANT LEADERS

Servant leaders need to develop three attributes to lead with integrity, grow their influence, and increase their impact: Character, Relationships, and Skills. All three are essential to being an effective and impactful leader. Character calls us up. Relationships keep us from falling. Skills drive impactful results.

Think about which attribute is your strongest attribute today. Put a star by it.

How about the one that needs the most growth and attention right now? Put a triangle, a delta sign, by that one.



☆ strongest attribute

△ area for growth

What feedback or evidence do you have to support your selections?

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Here are ten common myths about Servant Leaders that create Misguided Servants, qualities we avoid because it is how we perceive Bad Bosses, and true characteristics of Servant Leaders.

Misguided Servants	Servant Leaders	Bad Bosses
People-Pleasers	Mission-Driven	Self-Serving
Subservient	Needed Service	Grandiose
Utopian	Relentlessly Optimistic	Cynical
Nice	Kind Truth	Bossy
Always Available	Present	Unapproachable
Naive	Aware	Conniving
Permissive	Principled	Intolerant
Passive	Assertive	Aggressive
Avoid Power	Share Power Responsibly	Abuse Power
Bleeding Heart	Servant Heart. Business Mind.	It's Just Business

Which characteristics stick out to you most? Why do you think that is?

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Replace the Myths

of Servant Leadership

Important aspects of the Character, Relationships, Skills model for focusing on to replace the myths and grow as a servant leader.

Misguided Servant
SERVANT LEADER
Bad Boss

CHARACTER

RELATIONSHIP

SKILLS

People Pleasing
MISSION DRIVEN
Self-Serving

Establish a strong, healthy connection to larger missions, guiding principles, and beliefs.

Foster a team approach to driving the mission forward, while providing trusting autonomy and loving accountability for all.

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Subservient
NEEDED SERVICE
Grandiose

Look beyond one's own self to what's needed, and to confidently say "yes" and "no" to serve priority needs.

Build mutually-beneficial Relationships sharing responsibility by giving and receiving so each person makes their highest contribution.

Owning and investing in your unique expertise, gifts, and talents and using them to serve the highest need.

Utopian
RELENTLESSLY OPTIMISTIC
Cynical

Embrace reality as it is, and orient yourself toward the good, the positive, and what is desired.

Identify growth-oriented Relationships and cultivate the ability to speak truth, challenge, encourage, and call to act.

Develop the ability to accept things and people as they are, and work toward what is possible.

Nice
KIND TRUTH
Bossy

Prioritize being a person who shares the full truth and values respect over hearing good things and keeping people happy.

Create trust-based Relationships where giving and receiving feedback is valued and requested.

Practice communicating the complete, hard truth clearly and with care.

Always Available
PRESENT
Unapproachable

Outline boundaries that are firm, not rigid, so you can separate yourself, focus on your needs, priorities, and the needs of others.

Seek out connection and camaraderie, request what you need and honor the needs of others.

Focus on actively listening and asking clarifying questions during conversations.

More Myths of Servant Leadership

CHARACTER

RELATIONSHIP

SKILLS

Naive
AWARE
Conniving

Model and expect transparent communication, where each party assumes positive intent until proven otherwise.

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Welcome information and seek to continuously gain knowledge — content and context — so you can discern the best and most appropriate course of action.

Permissive
PRINCIPLED
Intolerant

Develop and consistently model the principles, values, and behaviors that are acceptable and consistent with your Character.

Create supportive Relationships with people who align with your principles while embracing the differences others' offer.

Communicate clearly and often the principles that are considered acceptable within the organization, holding accountable where necessary.

Passive
ASSERTIVE
Aggressive

Act courageously, respectfully, and wisely in accordance with your convictions about what's needed.

Cultivate respect through compassion and honoring the values, beliefs and opinions of others.

Learn to speak with clear, confident authority, without aggression or disrespect, especially for personal needs, needs of others, and matters of importance.

Avoid Power
SHARE POWER RESPONSIBLY
Abuse Power

Accept the authority and responsibility of leadership, while honoring that of others. Humbly use power to serve the mission and the people.

Build Relationships where communication and feedback fuel trust, practice asking for what you need from people.

Delegate responsibility, authority, and share power so others may lead, decide, and act.

Bleeding Heart
SERVANT HEART. BUSINESS MIND.
It's Just Business

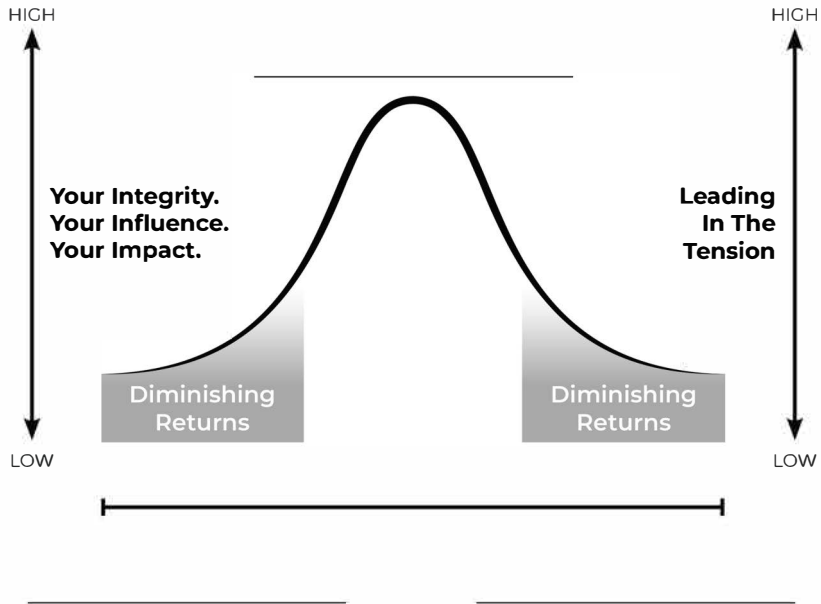
Actively engage in the tension between compassion and outcomes, showing restraint where it's needed on either side because of the reality that exists.

Foster dialogues and conversations that identify the business needs that support the long-term vision, while communicating with care, especially difficult decisions and actions.

Know your key business metrics, what drives success, and continuously assess and grow in areas the business needs.

YOUR NEW REALITY

There is one myth that resonated with you more than the others. One that stuck out as a particularly challenging one for you to embrace. For that myth, write the Misguided Servant behavior on the left blank under the curve, and the Bad Boss on the right. Then, write the Servant Leader behavior on top.



How did writing the Servant Leader behavior on top feel?

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What would leading in this new way look like for you?

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What might be possible if you embrace the tension of this new reality?

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What is your next step to move where you are on this curve?

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SMALL, SMART STEPS TO SERVE WELL

Each action, no matter how small, toward your identity and goals reinforces who you are and contributes to your growth. These small steps are what produce the skills to deliver results that create momentum and grow your confidence.

The criteria for SMART goals are:

- **S**pecific
- **M**easurable
- **A**ctionable
- **R**ealistic
- **T**ime-Bound

Thinking about the book, and the steps you've taken so far, write ONE (no more than 3) goal(s) that will help you the most right now with growth.

What is your SMART goal? *Need help? Review the Replace the Myths chart.*

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Additional resources

At Leadwell, we want to support you on each step of your journey with as many resources as you need to succeed! That is why we created additional resources, like this one.

We didn't stop there! We created an entire video coaching course and guided workbook as a companion to *Redefine Your Servant Leadership*. Check the website, or email hello@leadwell.com to ask how to receive access.

If you'd prefer a more personalized coaching experience or are looking to find a Coach to fill the spot on your Personal Leadership Team - we can help.

Connect with a Coach now at: [LEADWELL.COM/COACHING](https://leadwell.com/coaching)