

Welcome to Servant-Leadership at MSOE's March 11th, 2022 Roundtable

This Month's Topic Is "Awareness"



Servant-Leader Milwaukee

*"The servant-leader is servant first. It begins with the natural feeling that one wants to serve. Then conscious choice brings one to aspire to lead. **The best test is: do those served grow as persons: do they, while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants? And, what is the effect on the least privileged in society; will they benefit, or, at least, not be further deprived?"** (Greenleaf, 1977/2002, p. 27)*

Roundtable guidelines

The Servant Leader Roundtable is a learning community. It is never intended to be a source of sales leads for products or services.

The roundtables are intended to be first-person conversations grounded in the participant's direct experiences. Practice and experience humility.

Promote mutual discussion: listen first to understand, and don't be dismissive of the input received through listening.

Keep confidentiality. The discussion of issues, ideas, and direction will not become a personal attack or return to haunt you in the future.

Share air time with others. Recognize that different individuals are more or less comfortable in groups.

Don't go off /stay off topic for long.

If you have a problem with someone, calmly and respectfully address the problem directly with them.

Thought to Contemplate

"When we help ourselves, we find moments of happiness. When we help others, we find lasting fulfillment."

~ Simon Sinek

Schedule:

Noon-12:10: General announcements and Greeting

12:10-~12:40: Break into groups for discussion:

Each group should be a combination of students, faculty and community members. If your group is not, please leave the break-out group and you will be reassigned.

2 Breath introduction:

Breath 1: Who are you?

Breath 2: How do you get involved in March Madness?

Read about your topic

Choose a student (assuming there is one) to **take notes** and **share out** (assuming that there is more than one) with the larger group at the end.

Discuss the topic

If you need help ask

You will get warnings before the report-outs need to happen.

12:40-12:50: Small group report outs/takeaways (< 1 minute each)

12:50: Official Adjourn and after discussion if desired

Group 1:

The Four Self-Awareness Archetypes

This 2x2 maps internal self-awareness (how well you know yourself) against external self-awareness (how well you understand how others see you).

	Low external self-awareness	High external self-awareness
High internal self-awareness	INTROSPECTORS They're clear on who they are but don't challenge their own views or search for blind spots by getting feedback from others. This can harm their relationships and limit their success.	AWARE They know who they are, what they want to accomplish, and seek out and value others' opinions. This is where leaders begin to fully realize the true benefits of self-awareness.
Low internal self-awareness	SEEKERS They don't yet know who they are, what they stand for, or how their teams see them. As a result, they might feel stuck or frustrated with their performance and relationships.	PLEASERS They can be so focused on appearing a certain way to others that they could be overlooking what matters to them. Over time, they tend to make choices that aren't in service of their own success and fulfillment.

SOURCE DR. TASHA EURICH

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Of the four different archetypes listed above, which category do you feel you fall into? Which category do you think most servant leaders fall into? What are the advantages of practicing high internal self-awareness? What about high external self-awareness? How can each of us work to improve our self-awareness and foster the same growth in others?

Group 2

Awareness

If we want to be effective servant-leaders, we need to be aware of who we are and how we impact others. Other people are watching and reacting to our personalities, our strengths and weaknesses, our biases, our skills and experiences, and the way we talk and move and act. What we learn about ourselves depends on feedback from others and our own reflection—taking the time to think about how we behave, and why, and when, and consider whether there are other, better, more appropriate, more effective, more thoughtful ways to behave.

Emotional Cues

People look to the leader for emotional cues. It goes beyond what a leader says. A leader is watched more carefully than anyone else often to see his or her response to questions or problems. Group members often see the leader's reaction as the valid response and model their own on it. Servant-leaders know that moods are contagious, so they can project a positive mood to help produce enthusiasm and cooperation among team members.

Questions:

- ***Do you agree? Do you have your own experience to share?***
- ***What are some things we can do to be aware of how our emotions affect the team?***
- ***Any else you would like to share with the whole group?***

Group 3

Awareness: If we want to be effective servant-leaders, we need to be aware of who we are and how we impact others. Other people are watching and reacting to our personalities, our strengths and weaknesses, our biases, our skills and experiences, and the way we talk and move and act. What we learn about ourselves depends on feedback from others and our own reflection—taking the time to think about how we behave, and why, and when, and consider whether there are other, more appropriate, effective, thoughtful ways to behave.

Reflection

Self-awareness arises from self-reflection. Self-reflection is a humbling process. It's essential to find out why you think, say, and do certain things... then better yourself.

Reflect on your experience. Think about what you did, thought, and felt at the time.

- **What did I experience during the conversation?**
- **What happened inside me during the conversation?**

Reflect on your learning. Analyze your experience and compare to the models or principles that you want to follow.

- **What does this experience say to me?**
- **What can I learn?**

Apply to your practice. Apply your learning to your practice. Consider what options you have for the next time you face a similar situation.

- **What options do I see for the next time I encounter this situation?**
- **What specifically do I intend to do based on my reflection?**

Discuss thoughts on these 3 steps and/or other ideas and share with group.