

## Welcome to Servant-Leadership at MSOE's November Roundtable

### This Month's Topic Is Self-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: When was the last time you internally reflected on an event that took place?

Read about your topic

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

Discuss the topic

If you need help call using "ask for help."

You will get a 60 second notification that the groups will be brought back to the big meeting.

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

12:50: Official Adjourn and after discussion if desired

Odd numbered group(s):

## 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	<b>INTROSPECTORS</b> 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.	<b>AWARE</b> 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	<b>SEEKERS</b> 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.	<b>PLEASERS</b> 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?**

Even numbered group(s):