



# Servant Leadership Handout

## Characteristics of Servant Leaders

The most effective Servant Leaders put those whom they lead first (*others-first leadership*). Good Servant Leaders see themselves as serving those that they lead, and enabling the success of those they lead. Servant Leaders are always looking for ways to make the team's experience better, to help them learn new skills and succeed in reaching goals, and to take on as much responsibility as they are able.

Servant Leaders have basic personal characteristics on which they evolve into effective Servant Leaders. These personal characteristics include the following:

**Listening:** A critical communication tool, necessary for accurate communication and for actively demonstrating respect for others. Lodge Leaders should always listen to the voices of their Arrowmen.

**Empathy:** Ability to mentally project one's own consciousness into that of another individual. Lodge Leaders need to empathize with their Arrowmen in an attempt to understand what they want.

**Healing:** Ability to make whole. Lodge Leadership needs to be able to make the entire Lodge whole as this will help the Lodge better understand what is happening in the Chapters.

**Awareness:** Without awareness, we miss leadership opportunities. Lodge Leadership needs to make sure that they are aware of what is going on in their Chapters along with being aware of any sensitive issues that may exist.

**Persuasion:** Servant Leaders build consensus through gentle but clear and persistent persuasion, and does not exert group compliance through a position of power. Lodge Leaders need to be able to persuade Arrowmen as a means of making decisions and be an authority figure.

**Conceptualization:** Servant Leaders conceive solutions to problems that do not currently exist. Lodge Leaders need to plan for the future, and have visions for the future.

**Foresight:** Servant leaders build foresight off conceptualization about what is going to happen in the future. Lodge Leaders should be able to see what could be a likely outcome for a situation that may have occurred in the past; and anticipate the realities of the present.

**Stewardship:** Servant Leaders are concerned not only for the individual followers within the group, but also the organization as a whole. Lodge Leaders may need to hold the goals of the Lodge above the individual or the own personal goals.

**Commitment:** Servant Leaders are committed to the growth of individuals through encouragement and appreciation. Lodge Leaders should dedicate ample time and energy to the well being and success of the Arrowmen.

**Building Community:** Servant Leaders provide an environment that can be diverse in nature, but everyone is striving to achieve the same goal. Lodge Leaders should encourage and build teams that work toward the common goal.

