

# 5 Ways You Can Be a **SERVANT LEADER** Today!



The **Leader Growth Group**

## **#1 Ask for Feedback**

In your next meeting with a direct report, spend five minutes upfront talking about how you can be a better leader for them. Ask them:

What can I start doing to be more helpful?

What should I do less of?

What should I continue doing that's been helpful?

Why is this Servant leadership? - Your team members need to feel heard, and giving them permission to speak freely about your leadership demonstrates courage, empathy, and humility.

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## #2 Offer Recognition

Take a moment to ask yourself: Who have I been writing off as "just doing their job?" When the reality is that their efforts have been rather extraordinary and worthy of your praise, gratitude, and appreciation (PGA).

Maybe they've been doing the little things (consistently) that keep the ship afloat. Or, perhaps, they have a positive attitude that brings good energy to the team. Notice the good around you and show some PGA.

Why is this Servant leadership? - Your team members need to feel valued, and recognition from leaders is their primary source of validation. A simple "thank you" goes a long way!

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## #3 Challenge Someone

Who on your team is ready for a challenge? Think of a task slightly beyond what you think they are ready for and then challenge them to execute and deliver on it.

Provide the standards for success but not how to execute the task. Let them figure that out on their own. Guide them, but don't direct them. Believe in their abilities and support failing forward mistakes.

Why is this Servant leadership? - Your team members need to feel as if they are growing and developing. Servant Leaders push people beyond their own self-imposed limits.

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## #4 Support Someone

Who on your team needs your leadership the most today? Usually, that's wherever it sucks the most!

So, who is stressing out, overwhelmed, or struggling? Show up for them. Hear them out. Offer advice, coaching, or mentorship. Basically, just show that you understand their challenges and care about their well-being.

Why is this Servant leadership? - Empathy is the king of all leadership behaviors. People don't care about how much you know until they know how much you care. Serve them with your presence and compassion.

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## #5 Protect Your Team

You and your team have big goals to accomplish. Yet, the world is full of potential distractions. Perhaps there is an urgent request for information, a team member being pulled into cross-functional team responsibilities, or organizational politics causing unnecessary swirl.

Whatever the issue, be there to shield your team from it. Sometimes, the less they see, the better. Share what's important, but protect them from the noise.

Why is this Servant leadership? - If not you, then who? Who is going to protect the team from these distractions? The answer is no one! So, be the leader that your team needs and help to keep them focused.

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Hi, I'm David, Founder and Principal Consultant at The Leader Growth Group. I primarily work with technical managers to help them become more emotionally intelligent servant leaders. I've trained or coached 5000+ leaders, to include in 14 Fortune 500 companies.

Interested in how my TechLead Transform© Program can help technical managers advance your business? Connect with me for a free 30-minute discovery call to assess your leader development needs and potential solutions.

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