

# INSPIRING LEADERSHIP CONVERSATIONS

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## HUMILITY



INNOVATIVE  
CONNECTIONS

# THE POWER OF CONVERSATIONS

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The journey you are about to embark upon will **illuminate the power of conversations**.

Consider the conversations in your meeting rooms, at your kitchen table, on your neighborhood walk or at your favorite coffee shop. These rich conversations are generated by different perspectives, curiosity, and questions that matter. They become our catalyst for sharing our collective personal experiences that shape our future while supporting our human nature to stay in relationship with one another.

This trust activity ignites meaningful conversations. Capture the richness of sharing perspectives and insights as you explore these conversations inside your organizations and throughout your community. Challenge yourself to use these conversations to propel your growth as an individual, leader, and/or leadership team.

**Rules for these conversations? There are none.** This concept is built on the assumption that people are naturally creative, resourceful, and whole. The answers are within each of us.

This activity is intended to widen your lens with additional perspective. As you talk with others or think about your experiences, capture your thoughts and reflections in the

space provided. Feel free to circle, highlight, or underline anything you are curious about or those words which resonate with you.

Next, find a partner, teammate, colleague, family member, friend, or leader to share your thoughts with and discuss your key takeaways. If possible, move the conversations to small groups/teams and then on to larger groups/teams. The format provides a consistent process for expanding your conversations and capturing what is on everyone's mind.

## Enjoy!

### As you engage in your conversations, please remember to:

- Listen deeply.
- Speak from your voice.
- Take a risk.
- Put it out there.
- Encourage contributions.
- Connect diverse perspectives.
- Listen together for patterns and insights.
- Capture the conversation with words, illustrations, symbols, or any other device possible.





# HUMILITY

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*“I have been driven many times upon my knees by the overwhelming conviction that I had no where else to go. My own wisdom and that of all about me seemed insufficient for that day.”*

*~ Abraham Lincoln*

Humility is not the first characteristic that comes to mind when we think of successful leaders. Typically, traits like integrity, courage, influence, respect, and self-awareness are closer to what we associate with effective leaders.

However, humility is a powerful precursor for competency, significance, and inclusion in leaders. Defined as having low focus on the self and having the ability to see ourselves as we really are, **humility allows us to show respect, be modest, considerate, unassuming, and to be vulnerable with others. It helps us build trust and facilitate learning, both of which are critical to becoming successful, effective leaders.**

To be humble as leaders we must be confident in our abilities and in our inabilities. Humility allows us to be curious, listen intently, speak less or last, put those around us before ourselves and genuinely bring people and teams together.

Often times, when leaders lack this confidence, it shows up as arrogance. Arrogance is the opposing threat to humility in all of us. It is that threshold we cross when we make everything about ourselves, act like we know everything, take credit for others' work, are purposely condescending, and place ourselves above others at the their expense. Leaders who are unable to show humility are often acting from place of fear. Fear of losing their job, fear of appearing weak, or fear of making a mistake in front of their peers.

## QUESTION

When have you been confident enough to show humility?


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Humility is a highly desirable leadership trait as leaders who are humble are often driven by the well-being and success of their team. In fact, a number of research studies have shown that leaders who are humble have higher performing teams, better collaboration and are **perceived to be good listeners, more empathetic, more flexible in their workstyle, and are as interested in seeing their teammates succeed as they are in their own success.**

Humble leaders, also sometimes referred to as servant leaders, are the ones respectfully serving their communities, mentoring and engaging others in their charge, and are leaders who understand that they can learn from others, regardless of whether that person is a senior-level executive or an intern. This means they are able to admit their weaknesses and ask for help when needed. **They encourage their teams to speak up, are open to diverse ideas and opinions, and they advocate for the best ideas within their team.**

Teams benefit from leaders who show humility, because they are continually evolving, stretching and reaching new levels of accomplishment, and they relish the ability to mentor and teach others so they can also grow in their knowledge and success. Humble leaders are confident in their abilities; they aren't threatened by the success of others, but rather energized by it.



*“Don’t expect a free ride from no one  
Don’t hold a grudge or a chip and  
here’s why  
Bitterness keeps you from flyin’  
Always stay humble and kind.”*

*~ Lori Mckenna*



*“Mastery begins with humility.”*

*~ Robin Sharma*

## REFLECT

What does humility mean to you? What does it look like?

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Where have you embraced the diversity of different thoughts, viewpoints?

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How are you curious to learn more?

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## HUMBLE LEADERS ARE:

- **Life-long learners.** They have a thirst for knowledge, and are open to new ideas, and have a growth mindset.
- **Willing to make mistakes, and take accountability for them.** They don't pretend to know everything.
- **Good listeners.** They listen without interruptions or distractions and ask questions if they need clarification. They are invested in what individuals have to say.
- **Benevolent.** They put the needs of the team first.
- **Inclusive.** They understand that everyone should have a voice; and that diverse skillsets and perspectives are imperative for teams to discover the most innovative solutions.
- **Authentic.** They are confident in who they are, they understand they aren't perfect, and they are more relatable because of it.
- **Empathetic.** They allow their teams to learn, grow and make mistakes.
- **Willing to admit when they are wrong.** They are confident in their abilities and their limitations. They take chances and are not afraid to take the blame when they are wrong.
- **Quick to recognize and celebrate the successes of their team.** They give credit where credit is due and are not threatened when members of their team do well and succeed.



*“If you are humble nothing will touch you, neither praise nor disgrace, because you know what you are.”*

*~ Mother Teresa*



## REFLECTIVE QUESTIONS FOR DEEPER CONVERSATIONS

When has the lack of humility inhibited your ability to achieve? Or when has it been hard to be humble?

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Playing it safe is self protection, how might you stretch yourself and others?

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What are you noticing about the organization, your team, family, yourself and the environment with regards to humility?

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What do you think you should be paying attention to now?

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What is one concrete step you can take to embrace humbleness (e.g. your team, organization, yourself, etc.)? What would be different?

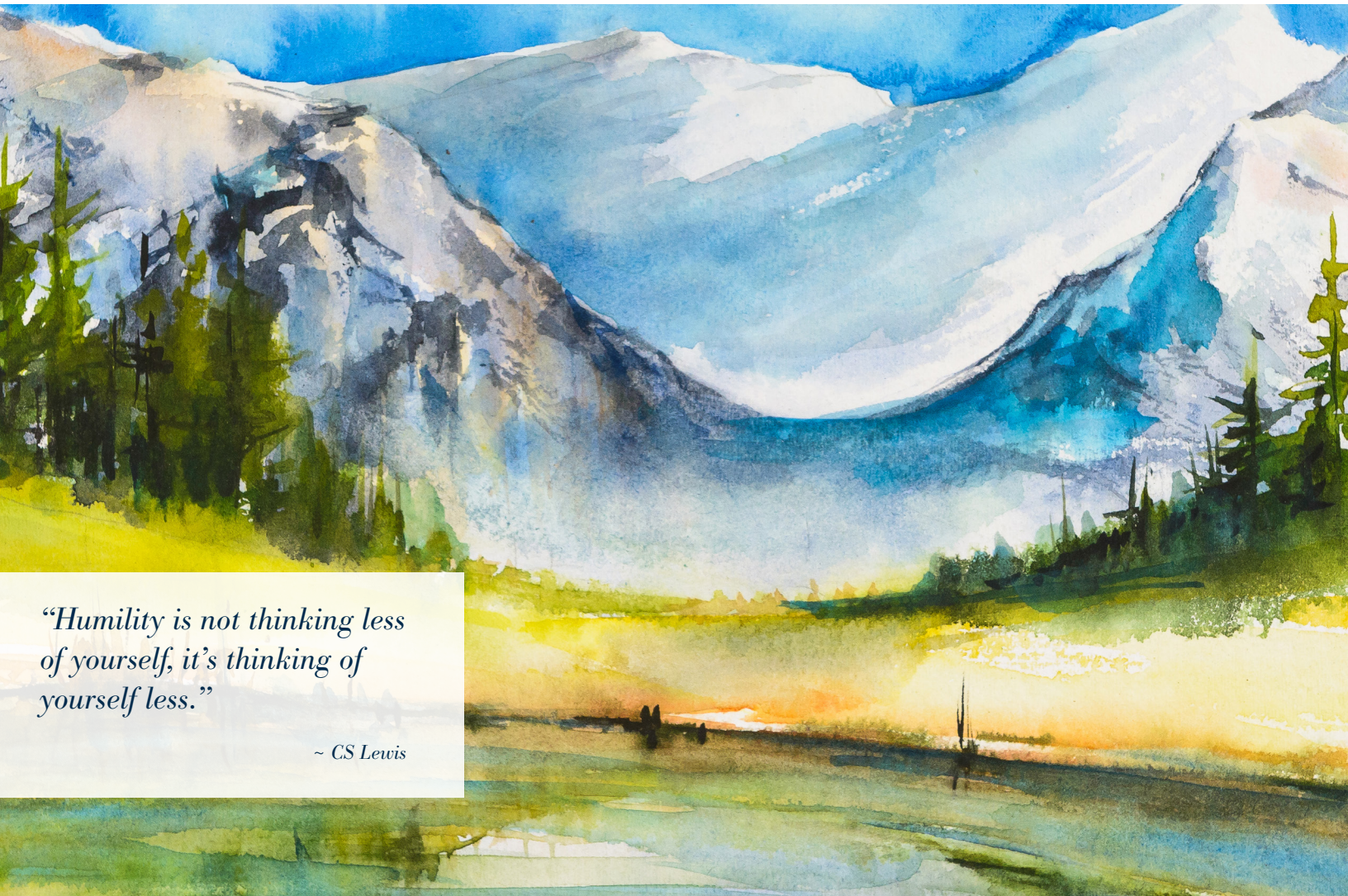
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*“Humility is not thinking less of yourself, it’s thinking of yourself less.”*

*~ CS Lewis*

## TAKEAWAYS

What new insights did you get from having your conversations?

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What is one takeaway you want to remember from your conversations?

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# NOW IS THE TIME TO MAKE YOUR MOVE

If you are experiencing difficulty achieving strategic outcomes, disharmony or fear among employees, poor team dynamics, trouble recruiting the right talent, or other team or organizational issues, we will help you unleash new possibilities and potential that result in sustainable change.

Through our processes and programs, you will find your voice, see your vision, and imagine what the right action for the future could be for you, your team, and your organization.

You will realize profound, sustainable transformation—both individually and organizationally—that starts now, and remains for years to come.



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