Humility Activity Sheet

“Humility leads to strength and not to weakness. It is the highest form of self-respect to admit mistakes and to make amends for them”—John J. McCloy

1. What is HUMILITY?

2. How to encourage Humility
   a. Invite feedback
   b. Encourage dissent
   c. Turn failures into opportunities
   d. Expect humility in others

3. Exhibiting humility in my leadership.
   a. How do I show humility?
   b. How can I show humility?
Humility: The Heart of a Leader

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Today’s objectives

- Explore the critical role of humility and a teachable attitude in leadership
- Consider the dangers of pride, independence, and unwillingness to face areas of weakness
- Identify “best practices” to submit daily work to God and to seek His direction
Humility

What is it?
Humility

- Humility is a paradoxical concept
- Can be viewed as low-regard, meekness, permissiveness—in essence a weakness
  - self-degeneration
  - self-defeating personalities
- A non-overestimation of one's merits/Not over-valuing oneself
- An accurate self-assessment and relatively low self-focus
Humility

- Humility is not to be equated with poor self-esteem, quite the contrary, humility is consistent with a healthy ego

- How is humility exhibited in leadership?
  - Respects the worth of all persons
  - Ability to one’s accomplishments and talents in perspective
  - Ability to grasp the idea of not knowing, understanding, or having all the answers
Humility

- Effective leaders ask the ‘who’ question before the ‘what’

- Look out the window when things go right and in the mirror when things go wrong
Humility

- Exhibit a compelling modesty
  - Shunning public adulation
  - Not being boastful
  - Demonstrating calm determination
  - Relying on inspired standards
  - Setting up of successors for great success
  - Looking to others to appropriate that success
  - Causes one to consider moderation
  - To listen to the advice of others
  - To come with the realization that the right use of power means rejecting the dictatorial
Philippians 2:5-11

5 Let this mind be in you, which was also in Christ Jesus: 6 Who, being in the form of God, thought it not robbery to be equal with God: 7 But made himself of no reputation, and took upon him the form of a servant, and was made in the likeness of men: 8 And being found in fashion as a man, he humbled himself, and became obedient unto death, even the death of the cross. 9 Wherefore God also hath highly exalted him, and given him a name which is above every name: 10 That at the name of Jesus every knee should bow, of things in heaven, and things in earth, and things under the earth; 11 And that every tongue should confess that Jesus Christ is Lord, to the glory of God the Father (KJV)
Kenosis

“The practice of servant leadership creates an interesting paradox. Servant leadership demands/requires the voluntary relinquishment of temporal power by those called to lead. The theological construct of the kenosis of Christ as mentioned in the Philippians Hymn (2:5-11) might be the basis for an understanding of this paradox. Kenosis is a “...resolute divesting of the person of every claim of self interest so as to be ready to live the Gospel of Christ in every aspect of living, freed from the dictates of personal preferences...” (Bekker)
Humility

“True humility comes when, in the light of God, we have seen ourselves to be nothing, have consented to part with and cast away self—to let God be all” (Murray)

The path to a higher life is the lower path!
Humility

“People sometimes speak of humility and meekness as something that would rob us of what is noble and bold. Oh, that all would realize that this is the nobility of the kingdom of heaven, that this is the royal spirit that the King of heaven displayed, that this is godlike, to humble oneself and to become the servant of all! This is the path to gladness and the glory of Christ’s presence in us, of His power resting on us” (Murray)
Humility

- The hallmark of a spiritual leader

- In ancient times (and today!) humility is not very admired in leadership (Matthew 20)

- Yet it is a defining element of the servant leader and our Biblical duty
Humility

- Some biblical/church scholars feel that humility in Christian circles is the greatest lack today—why?

- Sometimes Christians can tend to think ‘because I am a Christian, therefore I am humble”

- False humility
Humility

- False humility
  - Lack of love
  - Indifference to the needs of others
  - Indifference to the feelings of others
  - Sharp comments and hasty judgments
    - Excused as being honest and straightforward
    - Can thwart the influence of the Holy-Spirit on others
  - Temper and touchiness and irritation
  - Feelings of bitterness and estrangement
  - Rooted in pride
Humility

- A peaceable way to lead
  - Humility is a peaceful virtue
  - Rejects self-glory
- Leading with humility is seen as the opposite of leading with pride and arrogance
  - Can cause utter ruin
    - Organizationally
    - People
Humility

- Involves empathy
- An ability to accurately perceive the needs of others
- The ability to forgive by viewing oneself as morally similar to offenders
Humility

Imagine...

• What would be the effect if all of us were guided by the humility of Jesus?

• If the cry of our heart, night and day, was to have the humility of Christ?

• If our character reflected His redemption?
"It worked. We expressed remorse, asked for forgiveness and sales are up sixty percent."
Humility in Leadership

- A look at Collins “Good to Great”
- To qualify as a company that moved from good to great, the research team used the following measurable criteria (2001, p, 6):
  - The company's fifteen-year cumulative stock returns had to be at or below the general stock market, punctuated by a transition point, and then cumulative returns had to be at least three times the market value over the next fifteen years
  - The good-to-great company performance had to be independent of its industry
Humility in Leadership

Change in Leader **FOCUS** from Level 4 Leader to Level 5 Leader

A “Genius with a Thousand Helpers”  
(Comparison Companies)

**LEVEL 4 LEADER**

**First What**  
Set a vision for where to drive the bus.  
Develop a road map for driving the bus.

**Then Who**  
Enlist a crew of highly capable “helpers” to make the vision happen.

**LEVEL 5 LEADER**

**First Who**  
Get the right people on the bus.  
Build a superior executive team.

**Then What**  
Once you have the right people in place, figure out the best path to greatness.
Humility in Leadership

- Level 5 and Servant Leadership: What are the similarities?

  - Servant Leaders show **humility**
    - Non-overestimation of one's merits/keeping perspective in accomplishments
    - Rejects self-glorification
    - Realizes he/she does not have all the answers
    - Center attention for accomplishments on others

  - Level 5 leaders show **humility**
    - Collins defines the Level 5 leadership, for the chief executive officer of the good to great companies, was personal **humility** plus professional will
    - Modesty
    - Quiet, calm determination
    - Relying principally on inspired standards
    - Ambition for the company versus self
    - Giving credit for success to other people, external factors, and luck
Humility in Leadership

Any guesses on Collins?
Guarding the heart for HUMILITY

- (1) Remain humble
- (2) Coach by questioning
- (3) Truly care about team members as people
- (4) Take the moral ground
- (5) Become a consensus builder
Guarding the heart for HUMILITY

- Humility is a virtue
- Considered the “mother-virtue”
- A gentle and deep virtue
- When a leader begins to think of himself as humble, he has probably lost it (Turner, 2002)
Guarding the heart for HUMILITY

- Ability to one’s accomplishments and talents in perspective
  - Admit wrong
  - Accept others

- Ability to grasp the idea of not knowing, understanding, or having all the answers
  - Opens the door to the future, enabling the leader to look for the right questions to ask followers
  - Enables the leader to listen to and receive answers that will lead to the best possible insights
Guarding the heart for HUMILITY

- Emptying of self
- Focus on others
- Daily pursuit
Conclusion

- A non-overestimation of one's merits/Not over-valuing oneself
- An accurate self-assessment and relatively low self-focus
  - Focus on others
- Deep regard for others as valuable
- Consenting to part with ‘self’
- Taking the stance of a servant
The appearance of humility is directly proportional to the number of award medallions worn...