Structure Leadership (1)

Servant Leader Core Traits

Servant leadership is not about being nice. It is about being responsible for people & outcomes at the same time.

This checklist helps identify & reinforce leaders who create psychological safety, trust, & sustainable performance.

People-Centered Orientation

- ☐ Actively seeks to understand employee perspectives
- ☐ Demonstrates empathy without rescuing or enabling
- ☐ Treats people as contributors, not instruments
- ☐ Shows respect regardless of role or status

Emotional Regulation & Maturity

- ☐ Responds rather than reacts under pressure
- ☐ Manages frustration without volatility
- ☐ Does not weaponize emotions (anger, charm, silence)
- ☐ Maintains composure during conflict

Accountability With Care

- ☐ Holds themselves accountable before others
- ☐ Addresses issues directly & respectfully
- ☐ Separates performance feedback from personal worth
- ☐ Owns mistakes publicly when appropriate

Development Focus

- ☐ Invests time in developing others
- ☐ Gives credit freely & accurately
- ☐ Encourages autonomy & growth
- ☐ Measures success by team capability, not dependency

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Ethical Use of Power

- ☐ Uses authority to remove barriers, not control people
- ☐ Shares decision context openly when possible
- ☐ Does not hoard information for leverage
- ☐ Encourages dissent & challenge

Integrity & Consistency

- ☐ Words & actions align over time
- ☐ Treats people consistently, not conditionally
- ☐ Makes decisions based on values, not convenience
- ☐ Can be trusted in private as well as public

Service Orientation

- ☐ Asks, “What do you need to succeed?”
- ☐ Removes obstacles to performance
- ☐ Prioritizes long-term health over short-term wins
- ☐ Sees leadership as responsibility, not entitlement

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