

The Qualities of Servant Leader – Self-reflection Checklist

1- Listening	Checkmark
I give my followers full attention and demonstrate that I understand the importance of what they are telling me	
I take notes when needed of what my subordinates tell me	
I give attention to followers' body language while they are speaking to me	
I avoid interrupting them until they finish	
I listen to understand not to reply	
2-Healing	Checkmark
I understand that my followers may need mental and physical support	
I always try to find different resources and connections in case any support is needed	
I try to keep the team environment healthy and engaging	
From time to time I work on physical, mental and psychological health of my team	
3- Empathy	Checkmark
I try to understand the perspectives and viewpoints of my team	
I understand and accept that their perspectives and point of view may widely differ from mine	
I put aside my thoughts while listening to others in order to feel what they feel	
I focus to gain a deeper understanding of their followers' intentions.	
4- Conceptualization	Checkmark
I try to look beyond day-to-day realities to get the bigger picture	
I try not to get caught up in the day-to-day, but to the long-term team mission and vision	
I make sure that followers' and teams' daily work align with the vision	
I'm keen on keeping everyone motivated by aligning their goals to the bigger vision	

5- Self-Awareness	Checkmark
I always seek to understand my emotions and behaviors	
I'm keen on keeping my actions and emotions aligned with deeper values	
I'm not only concerned with how do I feel, but more concerned with how my behavior is affecting others	
I always keep an eye on developing my emotional intelligence	
6- Persuasion	Checkmark
I tend to use persuasion – rather than their authority – to encourage people to take action	
I focus on building consensus in groups, so that everyone supports decisions.	
I'm keen on developing myself in terms of knowledge, experience and logical negotiation techniques	
7- Building Community	Checkmark
I always think how to turn our organization into a unique community that followers want to be a part of	
I try to offer plenty of interactive experiences such as social events and daily social chat before diving deep in tasks	
I focus on transforming our team to a second family that welcomes and comforts its members	
8-Commitment to Followers Growth	Checkmark
I'm committed to encouraging the professional and personal development of my followers	
I always try to check their learning needs through surveys and one to one meetings	
I keep an eye on followers' records and analyze their performance to measure their growth and development	
9- Foresight	Checkmark
I always keep the track of old records and analyze the past experiences	
I link past experiences to current situations	
I try to measure the consequences of decisions by comparing current situations with past similar situations	
10 Stewardship	Checkmark
I always take responsibility for the actions and performance of my team	
I focus on being accountable for the role team members play in our organization	
I lead by example by demonstrating the values and behaviors that i want to see in others, and I have the confidence to stand up to people when they act in a way that isn't aligned with them.	