



12 Qualities of a Servant Leader: Commitment to Grow and Heal People

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What do growing and healing mean?

- ◆ To grow means to help them mature and become better by exploiting their potential
- ◆ Growing your own leaders
- ◆ To heal means to help them recover, patch up their wounds, help them let go of their pasts and become strong and whole again
- ◆ Helping your people to achieve efficacy through empowering, enabling and ennobling them, but put them in the right jobs first

Why is this quality important to leadership?

- ◆ You can have high morale among your staff and a loyal and loving community
- ◆ You can have a constant supply of talents and commitment
- ◆ Your school can cope with change better and make good progress
- ◆ The leadership density in your school is high and helps you with school-based management
- ◆ You may have fewer leadership succession problems
- ◆ This quality is important to leaders being coaches and mentors

How to nurture such a quality?

- ◆ Always remember you are your brothers' keeper
- ◆ Do good to others every day
- ◆ Keep jealousy and rivalry out of your mind
- ◆ Remember work has its sacred meaning, helping one achieve his/her personal significance
- ◆ Balance consideration with stimulation or challenge
- ◆ Make work personally meaningful to your people
- ◆ Listen to their stories empathetically and understand why they are that they are, often wounded in their work
- ◆ Be a wounded healer and finds the most suitable ways to help others