



Ethics in Leadership



January 2023

Vol 1 No 1

Ethics in Leadership is published by the Rocky Mountain Region Chaplain Corps on a monthly basis. It is distributed to staff and other CAP leaders with the approval of the region commander. Comments or questions may be sent to xo@rmr.cap.gov

This inaugural edition will focus on **Servant Leadership**. *Practicing Servant-Leadership* by Larry C. Spears is the article from which this discussion is drawn. Here are some characteristics of a servant leader from that article.

1. **Listening is essential for communication**. Seek to identify the will of a group and help clarify that will. Listening, coupled with regular periods of reflection is essential to the growth of the servant leader.
2. **Empathy is striving to understand the feelings of others**. People need to be accepted and recognized for their special and unique spirits. Remember, no one cares how much you know until they know how much you care.
3. **Healing is one of the great strengths of servant leaders**. Recognize the potential for healing one's self and others. Servant leaders understand their opportunity to help make whole those with whom they come in contact.
4. General awareness, especially **self-awareness, strengthens a servant leader**. Awareness also aids one in understanding issues involving ethics and values.
5. Another characteristic of servant leaders is a primary reliance on persuasion rather than positional authority in making decisions within an organization. The **servant leader is effective at building consensus** within groups.
6. Servant leaders understand conceptualization. They **seek to nurture their abilities to dream great dreams**. Conceptualization perspectives means that one must think beyond day-to-day realities.
7. **Foresight** is a characteristic that enables the servant leader to understand the lessons from the past, the realities of the present and the likely consequence of a decision for the future.
8. Peter Block has defined stewardship as holding something in trust for another. Servant leadership, like **stewardship, assumes first and foremost a commitment to serving the needs of others**.
9. Servant leaders **believe in the growth of people**. They believe that people have an intrinsic value beyond their contribution as workers. The servant leader recognizes the tremendous responsibility to do everything possible to nurture the growth of those they lead.
10. The servant leader seeks to identify some means for **building community** among those who work within the organization. Community building supports Maslow's third level of needs – **belonging**. Those who feel they belong will do more to build and support an organization than those who feel left out.

These ten characteristics of servant leadership serve to communicate the power and promise that the concept of servant leadership offers to those who are open to its invitation and challenge.