

# HUMBLE LEADERSHIP GENERATOR

**Purpose of this tool:** This tool is designed to help you enhance your everyday connection rituals. By building a foundation of connection, you have an opportunity to prevent the systemic triggers of burnout. The importance of high quality connection is drawn from the virtue of humility - a pillar of positive leadership.

**High quality connections:** Positive interactions (even brief) that make you feel seen, energized, & uplifted.

## What is Humility?

An accurate self-perception, recognition of limitations, keeping accomplishments in perspective; humility involves thinking less about ourselves, and quietly focusing on others

## Why enhance Humility?

Humility in the workplace can play a significant role in preventing burnout. Humble leaders foster an atmosphere of trust and collaboration. Open communication also allows employees to express their concerns and seek solutions collaboratively. Humble leaders are more likely to acknowledge and appreciate their employees' contributions openly. Feeling recognized and valued for one's work is a powerful motivator.

## How to enhance Humility

On the following pages, you will find activities you can practice regularly to enhance recognition of the strengths around you, build high quality connections, and reinforce healthy systemic rituals for burnout prevention.

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# REFLECTION

careful thought and consideration;  
a representation; looking back on an experience

## **Activity 1: REFLECTION:**

Directions:

- Humility is an accurate assessment of yourself, and a focus on those around you. First, reflect on your personal assets and intentionally notice the strengths in those surrounding you. Make a habit of this practice by embedding it into your seasonal routine of reflection on each quarter's outcomes.
- What personal strengths or qualities do you feel most proud of, that have contributed to your achievements and happiness in life?
- Note the members of your team, and a strength for each, as well as, their areas of expertise.
- What unique strengths and qualities do you believe your team collectively possesses, which have contributed to successes and positive outcomes?

# ENHANCE

intensify, increase, or further improve  
the quality, value, or extent of

## **Activity 2: ENHANCE INTERACTIONS**

Directions: Pick one of the following to focus areas on for the times you interact with others at work. Notice how the interactions change when you intentionally enhance your behaviors to to facilitate meaningful and authentic connection, enhancing trust, empathy, and collaboration.

- Respectful engagement
  - Being Present
    - Show up in spaces where you will see people more often by setting aside time for intentional physical presence or rounding
    - Be mentally present by putting away your cell phone
  - Listening + Reflecting
    - During the interactions, make an effort to listen without jumping to solve a problem, give an opinion, or talk about your experience. State back what you are hearing to ensure clarity of your understanding.
  - Non-Verbal Cues
    - Display warmth and acceptance by making appropriate eye contact, being mindful of your body mechanics, and using a friendly tone.
- Enhance Positive Emotions
  - Engage in activities with your colleagues with the intention to drive a specific positive emotion, such as, joy, inspiration, hope, pride, serenity, peace, or trust
  - For example, to elicit pride, hold a reward ceremony to recognize achievements.
- Task Enabling
  - As a leader, you have power which can be used to make process easier for those in your chain of command. Use this wisely, by engaging in activities focused on enabling employees to use their strengths, grow their skills, and be involved in decision making:
    - Coaching:
    - Sharing information:
    - Cultivate perspective taking:
    - Gratitude:
    - Teaching:
    - Advocating:
    - Emotional Support:

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**Area of focus for enhancing interactions:** \_\_\_\_\_

**Ways I will integrate this practice into my routine:**

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**Reflections on practicing high quality connection:**

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# HUMBLE INQUIRY

the fine art of drawing someone out, of asking questions to which you do not know the answer, of building a relationship based on curiosity and interest in the other person (Ed Schein)

## **Activity 3: HUMBLE INQUIRY**

Questions can be used intentionally to allow you as a leader to better understand the perspectives and needs of your colleagues and employees. This procedure can be used to open a conversation and practice active listening.

Directions: Create spaces and times where you can engage in dialogue with your colleagues. Select one of the question sets & decide a time you will try it. These spaces should be crafted to level power dynamics (like sitting around a table rather than across the boss's desk). The time allotted should not feel rushed. Use these questions as a starting place:

- Ask Questions that Uncover Common Ground
  - What is your favorite hobby or activity outside of work?
  - What are you most looking forward to in the next three months?
  - Where have you traveled that you most enjoyed?
- Ask Questions that Convey Genuine Interest in the other person
  - What has been the most meaningful part of your work week
  - What do you most care about in your work? Or what do you most love to do here?
  - What have you learned about yourself at work?
- Ask Questions that Inject Positivity
  - What gives you joy at work?
  - Who are you most grateful for at work?
  - What makes you feel valued in the workplace?
  - What signs enhance your sense of belonging at work?
- Ask Questions that Offer Help and Assistance
  - In what ways can I assist you in your work?
  - What are your biggest needs at work right now?
  - What have others done at work for you that you have found most helpful?

# RITUALS

a series of actions or type of behavior regularly and invariably followed by someone

## **Activity 4: RITUALS & TRADITIONS**

To build upon the activities on the previous pages, you can start creating rituals and traditions. This will create a sustainable culture of high engagement and connection.

As you learn which approaches to connection and inquiry work for you and your team, try turning them into rituals. You can decide how to do this together, as a team. Here is one procedure for how you might have a conversation about which rituals to create together.

Directions:

- Bring together your team to discuss the ways you can design tasks, spaces, or modality of communication to nudge the individuals toward higher quality connections.
- Let all team members contribute ideas by writing them on post it notes anonymously.
- Read off the post it notes and generate themes.
- Give each person 3 stickers to vote on the idea they most want to implement.
- Try out the addition, and re-evaluate how it is working by surveying staff within 3 months.
- Tweak the design, as needed.