



Pillar 1: Person of Character

More – Same – Less

PURPOSE

The goal of this activity is to help individuals consider strengths and opportunities for improvement through identification and discussion of things they need more of, the same of, and less of in order to be the best Servant Leader possible. Specifically, this activity encourages individuals to exercise humility by identifying character strengths and limitations within the context of Servant Leadership. It emphasizes the importance of the concepts found within Pillar 1: Person of Character.

TIMING AND RESOURCE CONSIDERATIONS

Materials Needed: Pencil or pen and several post-it notes.

Total Time Required: 20 minutes

Group Size: Can be used with individuals or large groups.

ACTIVITY

Special Note:

A Person of Character is someone who demonstrates humility, maintains integrity and is considered ethical, trustworthy, and credible by others. It is important to remember during this exercise that everyone has strengths and opportunities for improvement in the context of Servant Leadership. Your ability to recognize and appreciate both of these aspects will ensure that you will continue to grow as a Servant leader.

Instructions:

Write down on post-it notes all of the things you need “more of” to be the best Servant Leader. Each item listed should be on a separate post-it note. Focus on things within your control and things that are specific. Next, record on separate post-it notes all of the things you need the “same of” to be the best Servant Leader possible. These responses will likely include things that are already happening. Finally, record things you need “less of” to be the best Servant Leader possible. Examples might include ‘more’ flexibility when discussing change, ‘same’ amount of light-hearted humor, and ‘less’ cell phone use during meetings.

Next, designate three separate areas on the table, floor, or wall around you as “more”, “same”, and “less”. Place your respective post-it notes in the correct area. Looking across items in each category, consider whether or not there are any themes within the “more”, “same” and “less” sections. You are looking for any overlap among items. One example might include two items under “more” that both capture appreciation for co-workers such as 1) more recognition of others’ talents and 2) more attention to others’ needs.

DISCUSSION

What did you learn about yourself in completing this activity? How can this information enhance your ability to be the best possible Servant leader? How can you achieve more, the same, and less of the items identified? What will it take? How will you know when you get there? What is one thing you can do this week related to achieving more, the same, and/or less of the items identified? A Person of Character is someone who maintains integrity, demonstrates humility, and engages in value driven behavior. In order to continue growing as a Servant Leader, it is important to continuously take inventory of the things that are working well for you as well as the things that need a tweak or two.