



HUMBLE LEADERSHIP

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Humble and Kind: Lyrics for Leadership?

- When the dreams you're dreamin' come to you When the work you put in is realized
Let yourself feel the pride but Always stay humble and kind
- Don't expect a free ride from no one Don't hold a grudge or a chip and here's why
Bitterness keeps you from flying Always stay humble and kind
- When you get where goin' Don't forget turn back around, help the next one in line,
always stay humble and kind
- Don't cheat and don't lie
- [Official Video Humble and Kind \(4 min\)](#)

Agree or Disagree?

- Being humble means being timid or weak, submissive, unassertive and lowly, a pushover, or someone who is too soft.
- Leadership is always a relationship, and truly successful leadership thrives in a group culture of high openness and high trust.
- Humble leadership is a model mostly for executive leaders in an organization.
- Leadership is wanting to do something new and better, and getting others to go along.

Attributes of Humble Leadership

- High emotional intelligence
- Intellectual humility
- Personal risk for the greater good
- Employee accountability
- Dialogue, not debates

Humble or Confident; Can you be both?

- **Confident Humility: A Way to Lead so Everyone Wins**
 - *Remain Open to Feedback*
 - *Stay Grounded*
 - *Practice Gratitude*
 - *Check the Other Side*
 - *Take Leaps of Faith*
 - *Live Into Your Potential*
 - *Be Present*
- **Leaders need a strong ego, but not a big ego**

Why is Humble Leadership in Vogue, “flavor du jour”?

- Humble leaders listen well, admit mistakes and share the limelight.
- Humble leaders create more collaborative environments making the most of a firm’s talent
- Leader’s humility can be contagious; when leaders behave humbly, followers emulate their modest attitude and behavior
- Humble leaders admit their mistakes and limitations, share the spotlight by deflecting praise to others, and be open to new ideas, advice, and feedback.
- Humble leader becomes strong by earning his team's respect and therefore their loyalty.

Humble Leadership and the Future

Humble Leadership will need to focus on:

- Context over content
- Cultural heterogeneity
- Distributed Power
- Mass customization
- Dynamic organizational design
- Virtual presence

Viewpoints from Leaders

- Humility is one of the most powerful and important attributes of training. **Learning** to become humble helps build trust, which is the key to leadership development and crushing your goals. As the revolutionary Nelson Mandela once said *“The first thing is to be honest with yourself.”*
- Quoting Rick Warren, *“True humility is not thinking less of yourself; it is thinking of yourself less”*.
- As Simon Sinek said: *“Great leaders don’t need to act tough. Their confidence and humility serve to underscore their toughness.”*
- *Being humble means recognizing that we are not on earth to see how important we can become, but to see how much of a difference we can make in the lives of others.* -Gordon B. Hinckley

If Humble People make the best leaders, why do we fall for charismatic narcissists?

- When looking to hire leadership positions, we appear to search for superheroes: over-glorifying leaders who exude charisma
- Charisma can be conducive to positive large-scale transformation, but the “dark” side of charismatic leadership as such “leaders can be prone to extreme narcissism that leads them to promote highly self-serving and grandiose aims”.
- Narcissistic leaders can be arrogant, and know how to draw attention toward themselves, enjoy the limelight, visibility
- Low empathy, dominant orientation toward others, and strong sense of entitlement often is viewed as effective leadership during interviews especially during a time of business crisis

Suggested interview questions to assess humility

- **Who is your biggest inspiration and for what reason?**
 - *Allows the interviewer to see who they consider as a model with traits they possess*
- **Was there any kind of situations that you had to admit you had made a mistake to others and how did you handle such as situation?**
 - *Tests one's level of humility and confidence, where they able to take control of the situation?*
- **What are the three top factors that helped you to attribute success in life?**
 - *Does the candidate always prefer working along and seems uninterested in working within groups and teams or accept success as their own and not credit to others*

Suggested interview questions to assess humility

- **Do you prefer to build friendly and long lasting relationships while working?**
 - *Does the candidate have a genuine interest in creating a good and long lasting professional relations with fellow coworkers (a signal of an ideal employee) as well as the level of humility they have within them*
- **Suppose you are going to start a company, what all would be the three foundational values that you will base your company on?**
 - *What values does the candidate give priority to and do they resonate with the company's? Do you hear hints of humility, honesty and dedication?*
- **Are you hearing and seeing on their resume about their soft skills?**
 - *Communication, Decision Making, Time Management, Conflict Resolution, Adaptability, Teamwork, Creativity?*

Time to reflect

- Think of your favorite person you ever reported to. Did they exhibit humble leadership?
- Think of your least favorite person you ever report to. Did they exhibit humble leadership?
- Research is clear: when we choose humble unassuming people as our leaders, the world around us becomes a better place

References and Resources

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