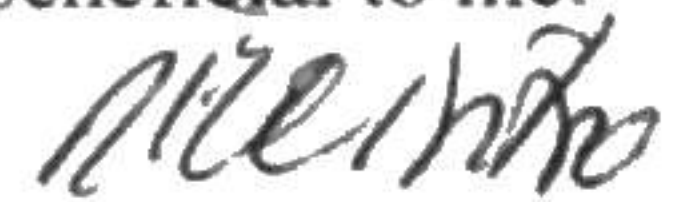


Introduction

Usually, when a person hears the word leader they think of an important government figure, a CEO, or maybe a chief of medicine. Rarely does a person think of themselves and their ability to be a leader. Some believe, that a person has to be born into a position of power or role of leadership to do so, but this is not true. All people are born with inherent abilities to express leadership. Like many talents, these abilities must be practiced, rehearsed, and continuously strengthened. Companies spend thousands of dollars sending their employees to conferences to better enhance these skills. Techniques have been developed, workshops are always in session, and new books are published every year on leadership quality improvement. So why are there not more leaders in the world? A leader must know people. They must possess emotional intelligence that is good enough to predict future actions of others. To be a great leader one must know their strengths and weaknesses. The purpose of this paper is to discuss leadership as I see it; my potential as a leader, and what areas of leadership I feel are most beneficial to me.

Definition of Leadership



Leadership to me is not what a person may say or do in the public's eyes, it is the actions they perform when they are not in the "role" of being a leader. A true leader does not try to lead. They lead because it is the position that comes to them naturally. A leader must be able to find common ground amongst a group of people and unite them for a greater cause. Leadership is defined as the process or the art of leading a group of people or an organization in order for them to be able to realize a given objective or to come up with a result that would not have happened otherwise. Being a leader requires several qualities primarily including, self-awareness, self-direction, and vision. Self-awareness

means having a good understanding of one's emotional state and how they perceive situations. Self evaluations can be daunting to even the most secure minded. Accepting one's weaknesses and honing in on their strengths can be challenging but this is a quality that all leaders must continuously practice. Self-direction is, knowing how to manage oneself accordingly and effectively. Time management and accomplishing goals are extremely important in any authority role. Good leaders must be effective within their own self-direction to be good with others direction. Vision is being able to see beyond oneself and work towards a goal. Working towards a vision can be more motivating and inspiring for not only a leader but also other members of a group. Leadership means more than simply being in charge of a group of people, it means being able to anticipate each individual's reaction within the group. A leader has to find common ground amongst people and get their feelings to correlate within their visions. Leadership is one of the hardest things that a person can aspire to do throughout their lifetime.

Self Evaluation

The Big Five personality traits are the underlying model for many other personality traits. According to the MBTI test my personality type is an ESFP. The ESFP class stands for Extrovert, Sensing, Feeling, and Perceiving. This class of people are known for having good common sense, are easy going, good communicators, can be impulsive, and enjoy living life. ESFP's are known for making things happen which is why often times they make excellent leaders.

Leadership entails a person to be more open-minded. A lot of ESFP's are involved in professional sports this is because of their ability to perceive situations combined with being so extroverted. Remembering facts comes easier to this personality

class more than remembering theories. I am naturally better when it comes to remembering facts, which explains why I am majoring in Engineering. I believe these personality traits are something we inherent and other traits can be practiced in order to obtain them. ESFP's are more inherent to being an extrovert and more agreeable. They can be hesitant to try new experiences simply because they generally know what they already like. Extroversion is important when leading because of the ability to communicate with a large group of people. I am good at sensing when something is not right and trying to correct the problem. Being able to focus on variances within personalities is helpful when I am working in a group. ESFP's are more practical than experimental. This can be conflicting with the fact that this personality type is usually very impulsive. Within my own life, I find this both helpful and at times a nuisance. As a leader, impulsiveness can be beneficial when there is not a lot of time to make a quick decision. However, this can also be a high-risk dilemma, when making decisions for an entire group of people. I feel that I am good at this because of my ability to sense. I always try to make the best decision for any group that I am a part of.

Emotional Intelligence

Emotional intelligence to me is the most important type of intelligence when it comes to being a leader. Being able to read and understand people is one of the best attributes I think that a person can have. Our world is full of people who all think, feel, and perceive things in different ways. In order to get people to believe in you as a leader you have to be able to understand not only yourself, but also the way you relate to people, as well as, the way they relate to you. Knowing your self-intelligence means knowing your dependable strengths along with your strengths that need to be rehearsed.

A dependable strength of my own according to the Big Five, is the ability to make people feel like they can trust in me or rely in me. I am good at remembering small details which people appreciate because it shows the appeal I have towards making them happy and meeting their smaller needs. Emotional intelligence is gained by trying to understand our world and the way that we interact with it, only then can a person begin to understand other people.

Servant Leadership

Many theories have been created that involve leadership. Some people firmly believe in these theories and use them in their personal lives and careers. A theory I am going to discuss further is the servant theory. According to Greenleaf, "A servant-leader focuses primarily on the growth and well-being of people and the communities to which they belong. Traditional leadership generally involves the accumulation and exercise of power" (Greenleaf [&] Spears, 1991^{p#2}). Servant leaders are vastly different from regular leaders because they have not strived to rise above the people they are leading. They have worked with people for so long that their emotional intelligence has led them to this position. A definition for this type of leader is, "The servant-leader is servant first... It begins with the natural feeling that one wants to serve, to serve *first*. Then conscious choice brings one to aspire to lead" (Greenleaf [&] Spears, 1991^{p#2}). By serving first a leader is able to better understand people that they will be leading and also the small fundamental values that matter to them. A servant leader is generally well accepted by his or her people because they have worked their way towards this role of power. On the other hand, some people will view a servant leader as having no designated right to lead because they are lacking a title. Servant leaders are excellent within organizations like

schools, police departments, and city councils. A servant leader will have to prepare for the role of leadership by becoming familiar with applying their own techniques of conduct to that of a larger group of people. Most believe that there is a strong recognizable difference between a servant leader and a normal leader. One of these is that, "The difference manifests itself in the care taken by the servant-first to make sure that other people's highest priority needs are being served" (Greenleaf and Spears, 1991).

There are eleven potential dimensions of servant leadership, these dimensions are necessary for a person to prosper as a servant leader. The dimensions include calling, listening, empathy, healing, awareness, persuasion, conceptualization, foresight, stewardship, growth, and community building. These dimensions are not always sought in other theories of leadership. Empathy for example is a feeling that one who has served will come by naturally. Stewardship and community building are the most important dimensions of servant leadership because this is what helps create the cycle of servant learning.

Servant leadership is different than many other theories of leadership. Most theories of leadership focus on setting aside the leader from the people they are following. In servant leadership the leader is seen as almost an equal to the people that they are guiding. This philosophy establishes that as a person who knows what it is like to serve the leader will try to create an environment that will allow all members of society to prosper. If these members of society cannot prosper they should not be harmed by any of the leaders decisions. The philosophy created that establishes the uniqueness of servant leadership comprises four elements. Those elements are (1) the moral component, not only in terms of the personal morality and integrity of the servant-leader, but also in

terms of the way in which a servan-leader encourages enhanced moral reasoning among his or her followers, who can therefore test the moral basis of the servant-leader's visions and organizational goals; (2) the focus on serving followers for their own good, not just the good of the organization, and forming long-term relationships with followers, encouraging their growth and development so that over time they may reach their fullest potential; (3) concern with the success of all stakeholders, broadly defined- employees, customers, business partners, communities, and society as a whole-including those who are least privileged; and (4) self-reflection, as a counter to the leader's hubris (Greenleaf and Spears, 1991).

Servant leadership is widely used throughout our society but rarely as recognized as other leadership roles that usually hold a title. Many leaders promote servant leadership as a way for employees to work towards a position of hire power. This is a frequent practice. In our society it is common for family members to care for their elderly, they learn through this custom, which prepares them for servitude in the rest of the world. To serve is a humbling experience that can be difficult at times. These difficulties help a person to better understand their own self-direction. A person who has served can easily create clear visions of the future and better recognize the needs of others.

A servant leaders primary concern is making sure that the people of the community are prospering and striving to develop their own characteristics of leadership. Servant leadership is like a chain, the leader is able to pass on their knowledge of the world to the people they are serving. After this, one of these people is able to become a leader themselves since they have gained the experience and understanding of leadership.

Starbucks has recently begun to practice this principle by providing free college education for their employees (Lichtenwalner, 2014). Starbucks believes that if they better serve their employees now while they are young it will help them gain the attributes they need towards being better employees and helping the company thrive.

I chose to discuss servant leadership because I believe that this is the leadership style that I demonstrate. Servant leadership allows one to perceive the world differently than other styles of leadership. I think that I have used servant leadership a lot throughout my life because I was never born into a position of leadership, rather I have worked hard throughout my life to better understand people. I have not tried to be a leader but I do try to follow the characteristics of leaders. Servant leadership does not recognize leaders as being noble but rather servants who have come upon themselves as leaders naturally.

Conclusion

Leadership theory can be very complex because of the vast differences on views of leadership. I do not believe that every leader will be the same just because they are a leader. All people have the ability to lead given their inherent strengths. There are many types of personalities in this world because the world needs different types of personalities in order to function as a whole. In order to be a great leader a person must be able to first evaluate themselves and take note of the qualities that they have to offer our world. No leader is going to be alike, the same as the fact that not every person is going to agree with everything that a leader decides. This is why, it is good to have diversity amongst leaders and groups. One leader may be able to work towards a certain vision that another leader could continue in the future. Being a leader means finding the greatest good for the greatest number of

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people. As a leader I always try to perceive what people want before they need it. I use my natural traits of feeling to inspire others to lead with their own insights. All leaders should be able to inspire people without gifts or promises, but with the way that others perceive them.

References

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