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Individuals Thriving Together

*Should leaders eat humble pie?
Exploring whether humble
leadership helps employees to
thrive at work.*

*Part Two:
Building on the
outcomes of MSc
dissertation -
Practical
applications*



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Recap

The study quantitatively tested whether humble leadership was associated with thriving at work.



The research supported the hypothesis that humble leadership can help people to thrive at work, leading to a range of positive outcomes.

Humble leadership consists of three components: accurate self-view; showing appreciation of others' strengths and contributions; and teachability.

Thriving at work can be defined as when employees feel progress and momentum, marked by a sense of learning and a feeling of vitality.



Why Humility?

Adopting a humble mindset when faced with a dynamic, turbulent context is critical. The chances of one person having all the 'answers' are virtually non-existent.

Leaders who are approachable and accessible, acknowledge their fallibility and invite input from others do much to establish and enhance psychological safety.

How do you think about humility as a leader?

How might you develop humble leadership?

How can you help people to thrive in your organisation?

Read on for practical ideas for demonstrating and developing humble leadership and enhancing thriving at work.



Using Humble Language

When facing a novel challenge, have you made sure that people know that you don't think you have all the answers?

Tip - Language is powerful – your choice of words is a great way of demonstrating humility.

You know more about this than me, so....

I'd like to understand this better...

I am keen to learn from you...

Let's make sure we get everyone's ideas

What am I missing?

I am curious about...



9 Tips on Developing Humble Leadership

Seek out information that goes against your views.

Practise and become more comfortable in constructive conflict and disagreement.

Show vulnerability – be open about mistakes and ask for help.

When you find yourself doubting your ability, reframe the situation as an opportunity for growth.

Build a challenge network, not just a support network.

Consciously practise listening and asking questions.

Practise learning - put yourself in novel situations that are outside your comfort zone.

Actively seek out feedback that helps to build an accurate self-view.

Celebrate the accomplishments of your team.

Which one of these tips could you work on to develop your humility?



Measuring Thriving

Do you know the extent to which people are thriving at work?

The Thriving at Work Scale (Porath et al., 2012) was one of the measures used in the study. Participants score the extent to which they agree with these statements -

At work...

- ... I find myself learning often.
- ... I continue to learn more as time goes by.
- ... I see myself continually improving.
- ... I am not learning .
- ... I am developing a lot as a person.
- ... I feel alive and vital.
- ... I have energy and spirit.
- ... I do not feel very energetic.
- ... I feel alert and awake.
- ... I am looking forward to each new day.

Tip: Integrate these questions into regular 1-to-1 catch ups in order to assess levels of thriving. Ask for input about what might be needed to address shortfalls.



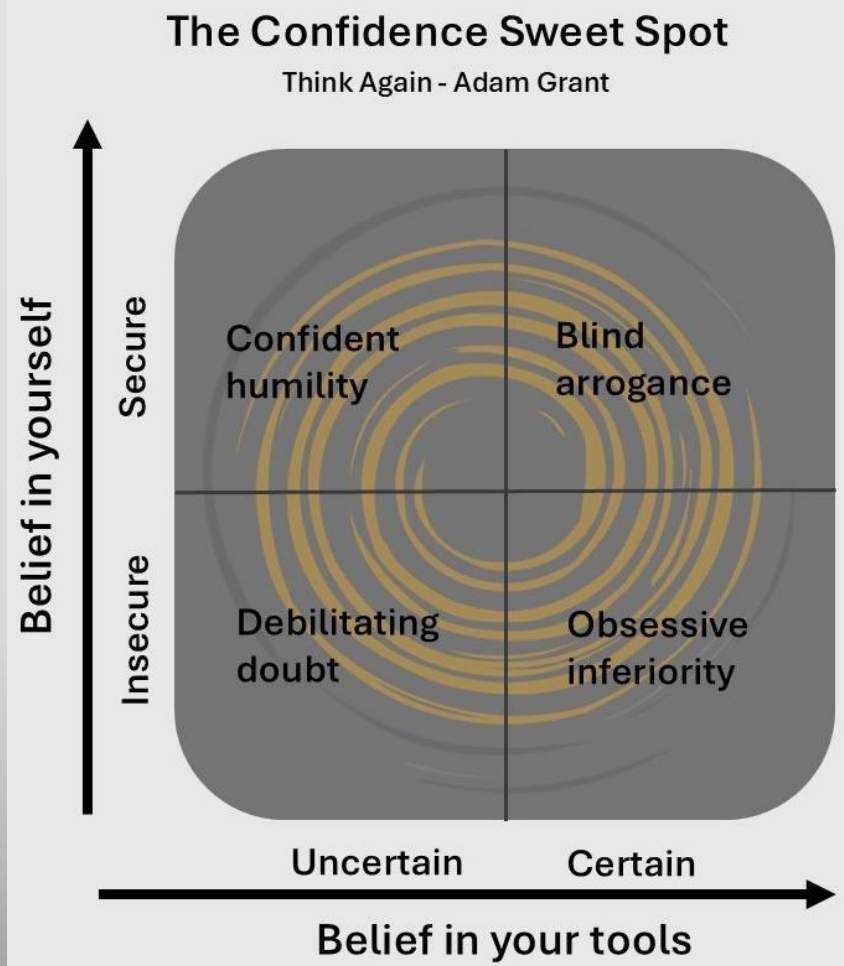
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‘It Depends’

Consider ‘situational humility’ – the need for humility lies in the situation... it depends.

Humility and confidence are not mutually exclusive. Humble leaders can be confident in their strengths and abilities. But they can also recognize gaps, challenges, and growth opportunities in different situations.

In any given situation how might you find the confidence sweet spot?





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Humble leaders
share power,
facilitating
members'
development, and
providing needed
resources.



If you would like to know more about how
developing humble leadership can help
people to thrive together, get in touch.



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Recommended Additional Reading

