

The Seven Non-Negotiable Traits of a Leader Workbook

Glen Elliott - Lead Pastor, Pantano Christian Church

Humility

The Essential Trait

A. Session Outline

- Introduction to the Seven Non-Negotiable Traits of a Leader.
- God opposes the proud but shows grace to the humble.
- What humility is and is not.
- Jesus - the greatest example of humility (Philippians 2:1-11).
- What does humility look like in leadership?

B. For Reflection

1. Share a story of a time when a leader (any context) lacked humility or operated out of some level of pride. What did that look like? How did that play out and what was the result? How did you feel?
2. Besides Jesus, who do you know, both personally and historically, whom you would say was a humble leader? How do you know? What did you observe? What was the result?
3. What pressures exist or what hindrances or temptations do you experience in being authentically humble?
4. What is your current HQ or Humility Quotient? How would you describe your current state of humility in life and leadership? Where do you find yourself choosing to be humble? Where or when do you struggle not being humble? What are your growing edges?

C. The Next Steps

Each week we ask the two questions of discipleship. We are applying them here to leadership. As a result of watching the video, reflecting, doing additional study and debriefing with your mentor: 1) What do you think God is telling you about you humility and humble leadership? And 2) What are you going to do about it?

Don't forget to set or affirm your plan and schedule for watching and debriefing the next video on Personal Worth with your mentor.

D. Additional Resources

Scriptures:

[Isaiah 66:2b](#) - Humility draws the gaze of God

[Proverbs 8:13](#) - God hates pride

[Proverbs 16:18](#) - Pride comes before destruction

[Proverbs 29:23](#) - Pride brings us down, humble will get honor

[James 4:6](#) - God helps the humble

[Matthew 23:12](#) - Jesus' words about humility

[Mark 9:33-35](#) - The humility path

[Mark 10:35-45](#) - True greatness

[1 Peter 5:5-7](#) - Implications of humility

[John 3:30](#) - Example of John the Baptist - He must become greater, I less.

[Philippians 2:1-11](#) - Following Jesus in humility

[Numbers 12](#) - The pride of Miriam and Aaron vs. the humility of Moses (note how Moses responded to their pride)

Books and/or videos:

- [Les Carter and Frank Minirth - The Anger Workbook](#) (Chapter 7 - How Pride Influences Anger. Great chapter on humility.)
- [John Dickson - Humilitas - A Lost Key to Life, Love and Leadership](#)
- [C. J. Mahaney - Humility: True Greatness](#)
- [Jim Collins - Good to Great - Why Some Companies Make the Leap and Others Don't](#) - The focus here in *Good to Great* is chapter 2 about Level 5 Leadership. The premise is that Humility + Will = Level 5 Leader. A level 5 leader is one who

is **modest and fearless**. Personal humility according to Collins:

- Compelling modesty, shunning public praise, never boastful.
- Quiet, calm, mild-mannered determination based on inspired standards.
- Ambition channeled into the institution rather than self. Setting up others for success.
- I love this picture: Looking out the window (at others), not in the mirror (at self). Give credit to others when things go well.

Bottom line. Do I lead to make others and the institution successful or do I lead others to make me successful?

- [Patrick Lencioni - *The Five Temptations of a CEO*](#)

These principles are a vital part of humble leadership (stated in the positive vs. the temptation):

1. Choose results over status (job security, recognition, career advancement)
2. Choosing accountability over popularity (holding your friends accountable)
3. Choosing clarity over certainty (excessive analysis, over intellectualization, overly precise)
4. Choosing productive conflict over harmony (passionate debate, critical discussions)
5. Choosing trust over invulnerability (admitting wrong, weaknesses on the table)

- [Patrick Lencioni - *The Ideal Team Player*](#)

The three principles of the ideal team member are:

1. Humble - humility is the single greatest and most indispensable attribute of being a team member
2. Hungry - self motivated and diligent
3. Smart - common sense about people