

You Can't Serve What You Haven't Built

Servant Leadership that Actually Works

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Purpose

- Servant Leadership is not about doing more for people.- it is about buliding clarity, structure, accountability, and consistency people need in order to succeed.
- This worksheet is designed to help you identify where leadership gaps may exist in your orgainzation and where opportunities exist to strengthen your leadership impact.

Four Pillars of Effective Servant Leadership

Pillar	Key Focus	Leadership Question
Clarity	Expectations & Ownership	Does my team know what winning looks like?
Structure	Systems & Process	Have I built systems that support success?
Accountability	Ownership & Follow-through	Am I addressing performance consistently?
Consistency	Trust & Reliability	Does my leadership create stability or uncertainty?

Pillar 1: Clarity

1. Are roles and responsibilities clearly defined?

2. Would every member of my team define success the same way?

3. What Expectations may exist in my head but have never been clearly communicated?

Notes / Takeaways



Pillar 2: Structure

1. Where does my organization rely too heavily on people instead of process?
2. Are workflows and decision-making processes clearly established?
3. Where are employees creating their own systems because structure does not exist?

Notes / Takeaways

Pillar 3: Accountability

1. What conversations am I currently avoiding?
2. Where have expectations been unclear, but accountability still expected?
3. Am I unintentionally asking top performers to compensate for underperformance?

Notes / Takeaways



Pillar 4: Consistency

1. Does my team know what version of leadership they will get from me each day?

2. Are standards applied equally across the team?

3. Where does inconsistency create confusion or frustration?

Notes / Takeaways

Leadership Reality Check

1. One area where my team lacks clarity:

2. One thing I have not fully defined:

3. One Leadership conversation I have been avoiding:

4. One system or process that needs to be built or improved:



Personal Leadership Commitment

1. What is one action I will take immediately following this session?

2. What leadership behavior do I need to improve personally?

3.

4.

Final Takeaways

Remember

1. Confusion creates frustration.
2. Clarity creates performance.
3. Good people fail in bad systems.
4. Clear is kind. Unclear is chaos.
5. Consistency builds trust.

In other words

"You can't serve what you have not built."

Final Question

What have I not built that my people need in order to succeed?