



Human Optimization

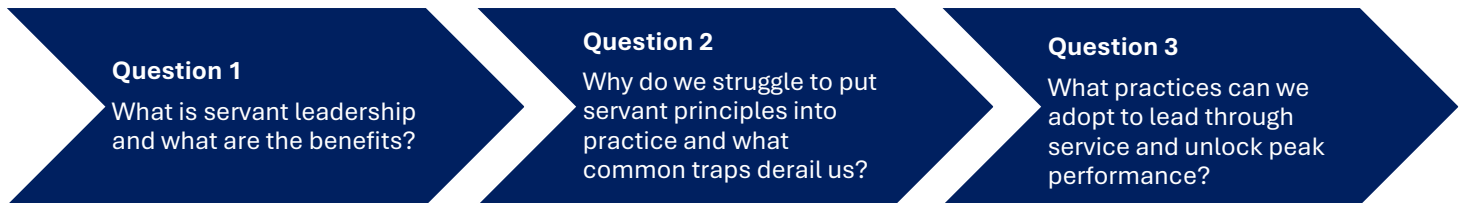
Pod Club Discussion Questions



E28 Servant Leadership: How Serving Creates Winning Teams in Work and Life

Guest: Heidi L. Dieter, M.B.A., Chief Research Administrator | Mayo Clinic

The three big questions explored in the podcast:



Discussion Questions:

1. Heidi Dieter defines servant leadership as "serving other people" and emphasizes the role of humility. How does this definition align with or challenge your preconceived notions of what a leader should be? What does "serving other people" look like in your current role or relationships?
2. In this episode, they contrast servant leadership with charismatic and transformational leadership, noting that while they can overlap, the focus differs. Do you tend to gravitate towards people with a particular leadership style? Identify one or two ways that intentionally incorporating more servant leadership principles enhance your effectiveness, regardless of your current community or professional roles?
3. Heidi shares the story of Sister Generose, who led by example by cleaning floors and serving meals. Take a moment to reflect: Identify a leader in your life who embodies servant leadership. What specific behaviors have you observed or specific things that they said that led you to think of them as servant leaders?
4. The discussion highlights benefits for the group (trust, productivity, retention, morale) and for the leader (personal growth, fulfillment, stronger EQ). Which of these benefits is most compelling to you? In what ways does (or could) that benefit play out in your work or community life?
5. As discussed in this episode, ego, time scarcity, and selfishness are common barriers to servant leadership. Which of these barriers do you find most challenging in your own life? What is one small step you could take to overcome it?

6. Heidi's personal story of receiving critical feedback and intentionally working to change her leadership style is powerful. This week, ask a trusted colleague or family member for honest feedback on your leadership. Practice responding with gratitude. Thank them for their candor and don't be afraid to ask for specific examples!
7. The concept of "power under control" (submission) is introduced as a core aspect of servant leadership. How do you currently wield your influence or authority? How might you consciously exercise "power under control" to empower those you lead?
8. The challenge is to ask trusted individuals for feedback on how you're doing as a leader, specifically asking for areas of improvement. Who is one person you could approach for this feedback? Identify the steps you will take to ensure you are receptive to their input. Now, go for it!
9. Based on this episode, what is one small change you are going to make to help improve in this area. How are you going to keep yourself accountable to that and measure your success? (Be sure to keep it simple, start small, and make it very clear).