



Deck Plate Leadership Series

Self-Service Balance

USCG Leadership Competency: Leading Self: Self-Awareness and Learning
Learning Outcomes:

- Define the need self-service balance in the Auxiliary
- Identify ways to self appraise your self-service balance

Time Required: 15 – 20 minutes

Facilitator Activities: Present slides, providing amplifying information from material below. Facilitate discussion with last slide – Where are members in knowing about their own self-service balance? Slides can be copied three-to-a-page with line for notes if projector is not available.

Self-service balance is defined having a mix of self-centered time and service to others related time. As a leader, our service to others measured time should greatly exceed our self-centered time.

Overview Information for the Facilitator:

In this block of membership training we will be looking at our self-service balance and becoming aware of the necessity for self-appraisal of our balance status. Leaders understand themselves and what they offer to the organization. Each leader has a distinctive, personal style, and each leader recognizes that they will make changes in a way that reflects their style or leadership. Yet, leaders who focus on the good of their members, regardless of their leadership style, will find a smoother running unit.

This is not to say that you do not have some self-centered time, as that is essential for self-development and self-appraisal. More time needs to be spent working with and developing your workforce. ADM Papp's leadership videos have a consistent theme regarding this concept. As a servant leader you work for and with your members.

A servant-leader may be defined as a leader whose primary purpose for leading is to serve others by investing in their development and well being for the benefit of accomplishing tasks and goals for the common good. Being just a service-oriented person, in the traditional notion of servant hood, does not qualify one as a servant leader. Arlene Hall has observed, "Doing menial chores does not necessarily indicate a servant leader. Instead a servant leader is one who invests himself or herself in enabling others, in helping them be and do their best." In addition, servant-leadership should not be equated with self-serving motives to please people or to satisfy one's need for acceptance and approval. At the very heart of servant-leadership is the genuine desire to serve others for the common good. In servant-leadership, self-interest gives way to collective human development.