

# Servant Leadership Academic Advisor Training and Development

Spears' 10 Characteristics of Servant Leadership Spears, 2010	Academic Advising Connection McClellan, 2007; Paul, 2012, Paul et al., 2012, 2015, Kechichian, 2021	List suggestions for Academic Advisor Training and Development
<b>Listening</b>	Advisors listen to their students' questions, concerns, goals, and dreams.	
<b>Empathy</b>	Advisors understanding of students' experiences without judgement.	
<b>Healing</b>	Advisors seek to help students holistically including academic and professional development and personal wellness.	
<b>Awareness</b>	Advisors' self-awareness, social awareness, perception skills enable advisors to use their insight and knowledge to help students	
<b>Conceptualization</b>	Advisors help students to conceptualize their goals of earning a degree, getting an internship, and pursuing a career. Advisors can help students dream bigger than they ever imagined and help students create a pathway to achieve their dream.	
<b>Foresight</b>	Advisors use their past experiences, knowledge, and expertise in higher education, academics, and careers to advise students. Advisors often know outcomes of actions/decisions students may choose to make.	
<b>Persuasion</b>	Advisors guide, mentor, and direct students to learn degree requirements and policies, make academic and career action plans, and develop decision-making skills.	
<b>Stewardship</b>	Stewards use their knowledge and power to help others. Advisors puts the needs of students first by guiding them through academics, connecting them with resources, and the amount of time needed during advising meetings. Advisors influence students to learn about their own responsibility to help others, their community, and the world.	
<b>Commitment to Growth of People</b>	Advisors are committed to the holistic growth and development of their students as they work toward achieving academic and career goals. Knowing students' interests, advisors recommend volunteer work, clubs, organizations, academic, and other opportunities to help students' growth.	
<b>Community Development</b>	Advisors build community by creating a welcoming and inclusive advising environment; Advisors help students to make connections at their institutions with faculty, other students, academics, and co-curricular activities/organizations	

## **A quote from Robert Greenleaf's seminal writings on Servant Leadership**

“The servant-leader is servant first. It begins with the natural feeling that one wants to serve. Then, conscious choice brings one to aspire to lead. The best test is: do those served grow as persons; do they, while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants?” (Greenleaf, 1973, p. 7)

## **References**

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