

Bossism vs Servant Leadership

BOSSISM	SERVANT LEADERSHIP
A boss's objective is to be served.	A boss's objective is to serve others.
Interested primarily in the boss's image and advancement. Self-preservation and personal image is at the forefront of most decisions.	Seeks to enable subordinates to advance to their fullest potential by downplaying self and uplifting others. Team goes before self.
Entitlement of the position is more important than its responsibilities.	Responsibilities are more important than perks or positional entitlement
Co-workers are seen and treated as inferiors and not usually invited to participate in decision-making or offered important information.	Co-workers appear as bundles of unlimited potential and treated with respect as part of a team who works together to accomplish goals and make important decisions
Easily accessible to only closest direct reports.	Interacts with and easily accessible to everyone.
Creates an atmosphere of dependence using power of position to influence.	Creates an atmosphere of independence, encouragement and chosen responsibility.
Wants others to first listen to the boss.	Wants to listen to people first.
Seeks first to be understood rather than to understand.	Seeks first to understand then to be understood.
Condemns others for mistakes and reluctantly accepts personal responsibility for mistakes.	Values individual workers and learns from mistakes while offering praise to others.
Rejects constructive criticism and takes the credit for accomplishments.	Encourages input and feedback and shares credit for positive results.
Does not train others to function effectively.	Equips and invests in others and their growth.
Followership is based on personality.	Followership is based on character.
Expediency is the main criteria in making decisions in secret.	Principles are the main criteria for making openly arrived-at decisions.
Uses intimidation to silence critics. Defensive in nature.	Welcomes open discussion on improvement. Openness to learning from anyone.
Accountable only to superiors. Shuns personal evaluations as interference.	Accountable to the entire organization. Welcomes opportunity to improve.
Clings to power and position.	Defers to the capabilities of others.
Little interest in developing competent successors.	Servant Leadership is a high-priority in developing competent successors.
Authority is based on external controls in the form of rules, restrictions, and regulations are maintained by force.	Authority is based on influence from within through encouragement, inspiration, motivation and persuasion.
Wins support for ideas through deception, power plays or manipulation. People respond out of fear.	Wins support for ideas through logic and persuasion. People respond out of respect and a sense of what's right.
Promotes those who follow without questioning or are pliable.	Promotes those who demonstrate a contribution to success.
Clings to power and position. Little interest in developing competent successors.	Defers to the capabilities of others. Servant Leadership is a high priority in developing competent successors.

