

Professionalism

Humility & Courage

Competencies: Integrity & Trust, Self-Development

In an age of the dark triad...humility?

- Dark Triad
 - Narcissism
 - Machiavellianism
 - Psychopathy
- Functional and often successful
- Many negative costs

Humility?

- Not weakness
- Doesn't lack confidence
- Understands strengths and weaknesses
- Secure in their talents
- Inspires
- Social connection

Humility defined

- the quality or condition of being humble; modest opinion or estimate of one's own importance, rank, etc.

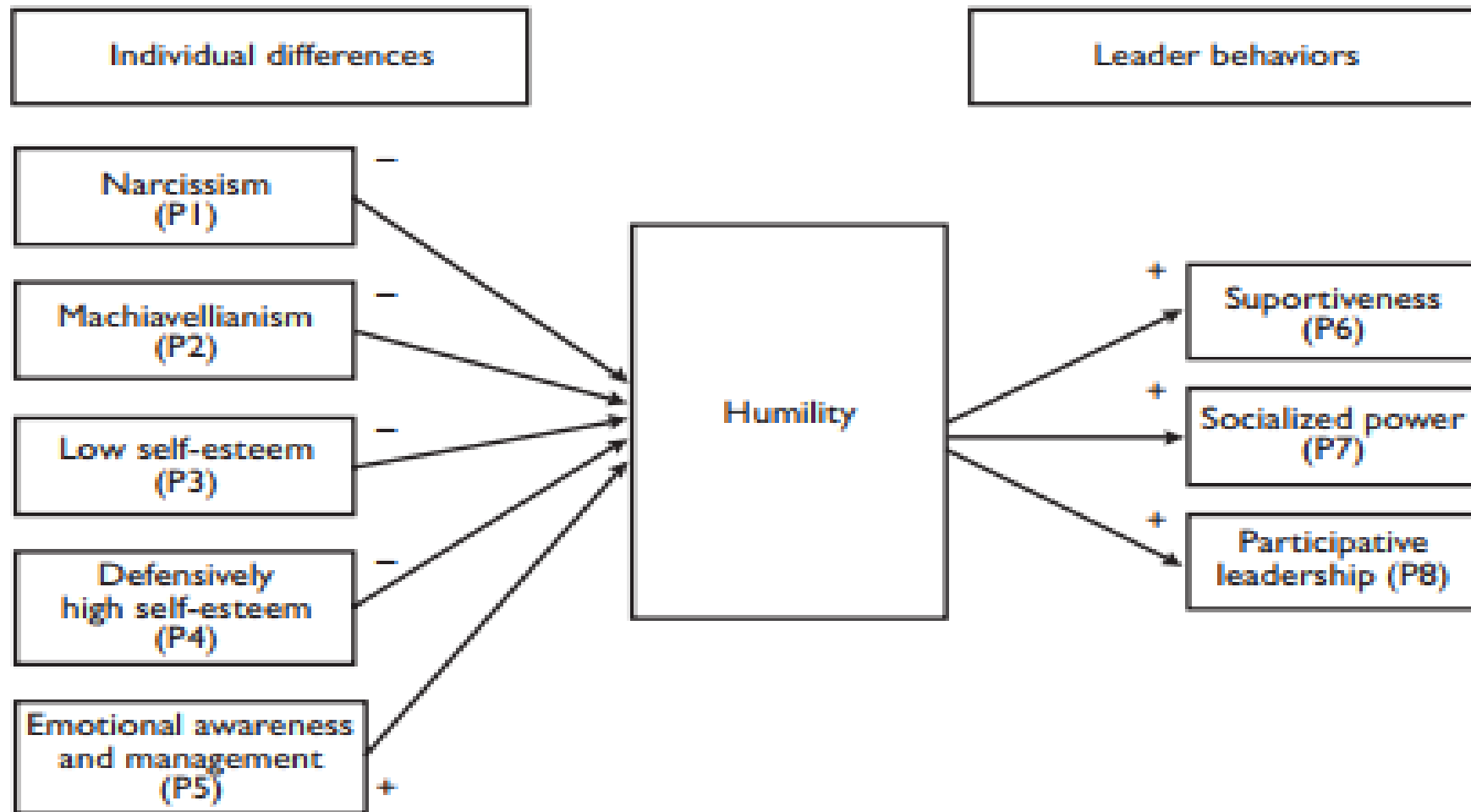
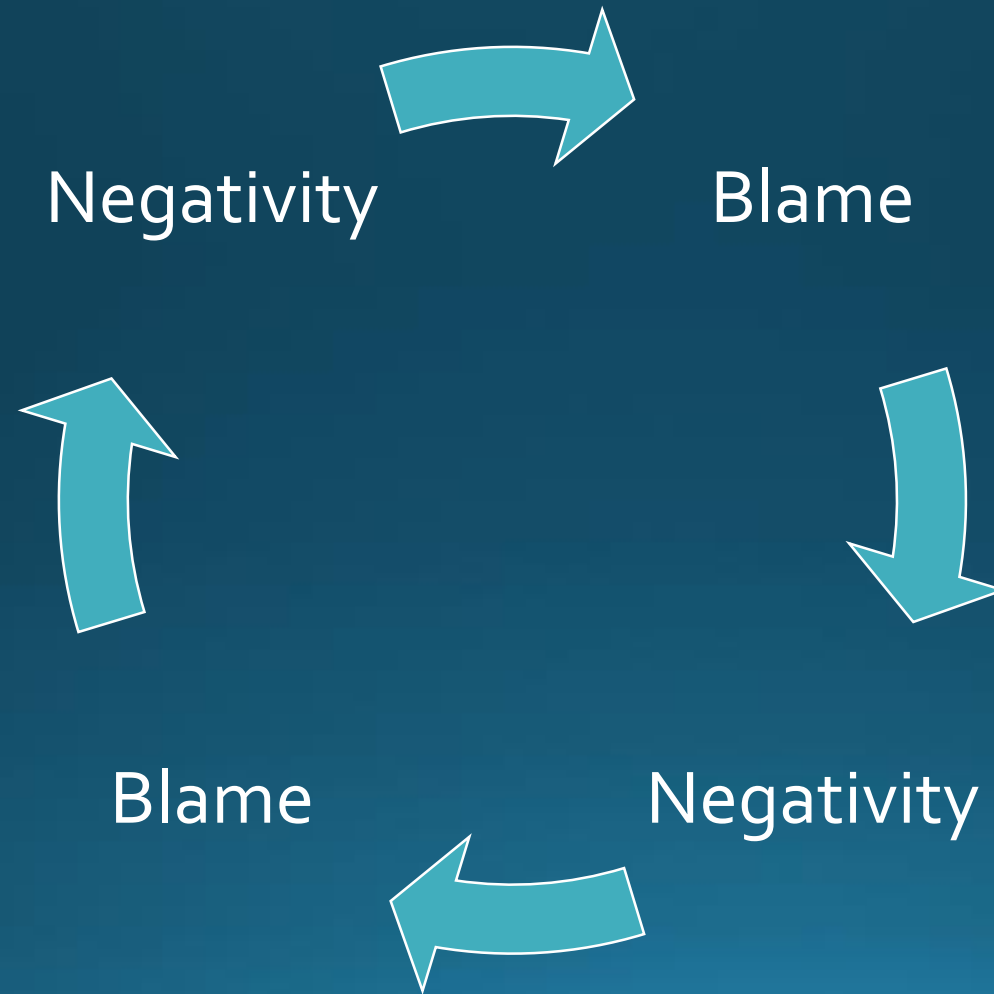


Figure 1 Predictors and outcomes of humility

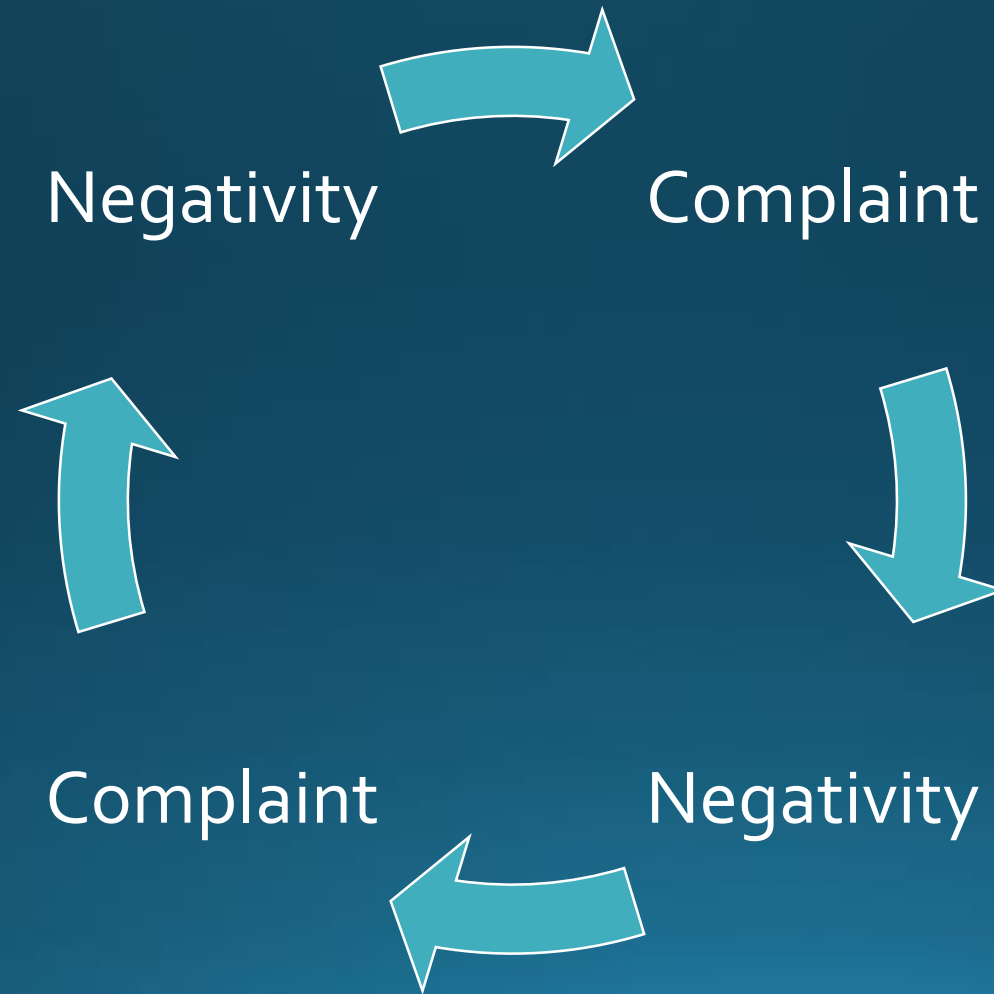
1. Constantly Growth Oriented

- Seeks opinions and ideas from others
- Acknowledges the efforts of others
- Fights the overconfidence error
- Focus isn't on the next title or big raise but on improving

2. Controlling Blame and Complaint Cycles



2. Controlling Blame and Complaint Cycles



Tips

- Blame is a two way street
- What could you have done better?
- Complaining is fine when you go to the person that can solve it
- Complaining to everyone else spreads negativity
- Before complaining, what can you do to solve it?

3. Respect

- Giving dignity
- Criticizing in private
- Open
- Trust based
- Holding yourself accountable
- Having self-compassion
- Showing gratitude
- Make your apologies effective

Respect

is something earned
not something given

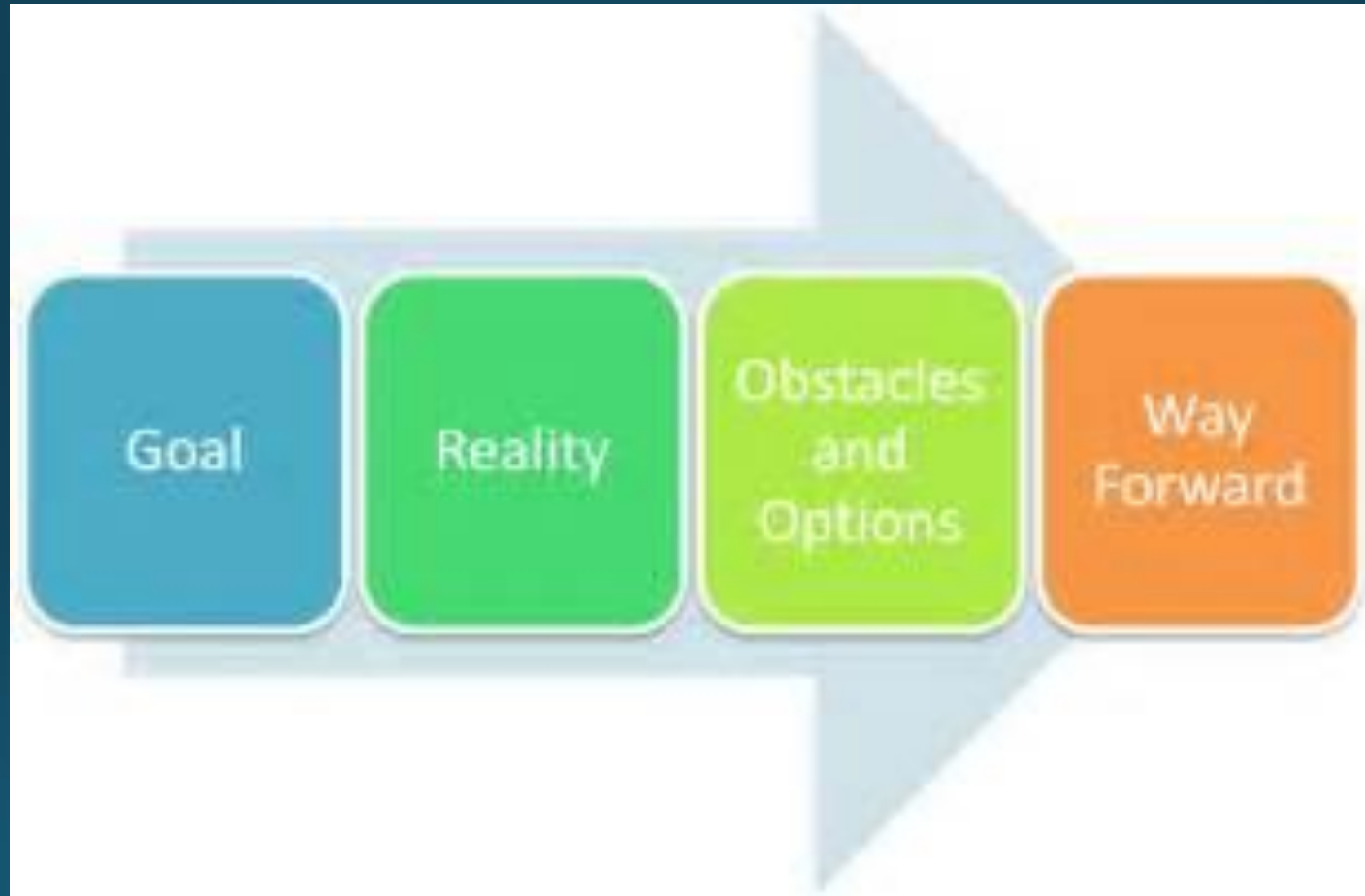
4. Focus on development

- Don't hoard the spotlight
- Ask a lot of questions
- Give feedback, get feedback
- Coach each other
- Develop yourself

Mindfulness of where you are vs. want to be



GROW



5. Empathy

- The skill to sense other people's emotions, coupled with the ability to imagine what someone else might be thinking or feeling (Greater Good, n.d.)
- Increases compassion and giving
- Overconfidence in the ability to be empathic
- Nonverbal success rate 60 % (Portter & Brinke, 2008)
- Simulate another person's experience (Gilbert et al., 2009)

E.M.P.A.T.H.Y.

- E=Eye contact
- M=Muscles of facial expression
- P=Posture
- A=Affect (Expressed emotions)
- T=Tone of voice
- H=Hearing the whole person
- Y=Your response
- <https://www.youtube.com/watch?v=baHrcC8B4WM>
- Reference (Riess & Todd, 2014)



Humility changes emotional responses

- Develops curiosity
- Scout mentality: Julia Galef
- Reflects and contemplates
- Changes response
- Change your awareness and perception



Julia Galef



What do you do right, wrong, better



Well that shouldn't be too hard....



False humility

- NY Times: Humblebragging
- Make an ostensibly modest or self-deprecating statement with the actual intention of drawing attention to something of which one is proud.
- Wanting awe and sympathy
- Viewed less favorably than braggers or complainers
- Shares wins, blames failures

Healthy Confidence

- Not arrogance
- Confident people don't need to brag, humble people
- Welcome feedback
- Listen
- Celebrate others
- Stop justifying and demanding
- Empathy
- Control contempt

Conclusion: Tips

- Contemplate this session
- Contemplate mistakes
- Change your response
- Put yourself in the shoes of a another
- Serve
- Coach yourself first
- Open to feedback
- Humility is practiced....not easy.

Development Sources

- https://greatergood.berkeley.edu/article/item/humility_will_make_you_greatest_person_ever
- <http://self-compassion.org/category/exercises>
- <https://www.youtube.com/watch?v=oHv6vTKD6lg>
- https://ggsc.berkeley.edu/images/uploads/Chancellor_et_al_2013_Humble_Beginnings-Current_Trends,_State_Perspectives,_and_Hallmarks_of_Humility.pdf
- https://greatergood.berkeley.edu/article/item/the_three_parts_of_an_effective_apology