

I'm going to level with you: sometimes managing can feel like a failure factory. There are days when it's hard to know what to do next; that it's easy to feel like everything you've done up until that moment has been wrong. We've all been there, but what can we do to get to a better place? Head into the uncomfortable. Run head first into it.  
**Kick in the failure factory doors.**

Be honest about not knowing or owning up to when you're wrong. No one's perfect and, by showing humility, you role model to your staff that it's okay when they make a mistake. Seek perspective on how you can grow to be a better manager. Ask for feedback from other managers that have skills you want to emulate. Work with your team to identify what you're doing well as their manager and what they'd like to see done differently from their leader. Read books on how to be a more effective manager or enroll in an HRS workshop. We're all learning and growing, aiming to be the best we can be. Where that begins is by remaining humble and acknowledging ways we can grow. Through humility, you can create a stronger team that is worth more understanding of each other. Just don't quit.  
**Don't bail out. You're more than that and so are your employees.**

Humility is an important aspect of management and there is timely relevance to this topic as we head into a new academic year. If this is something you're struggling with, don't forget you have resources you can utilize. I'm hopeful that there will be helpful content in this newsletter and please don't hesitate to reach out to me directly if there's anything I can assist with.

Until next month!

Let us know what you think about the newsletter and what you'd like to see in the future!

**Jesse Heath**  
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[Human Resource Services](#)

[Feedback Form](#)

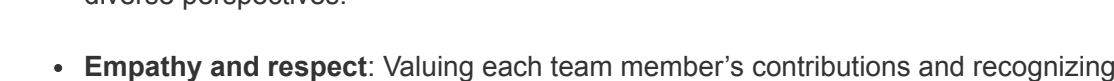
## Humility

**"Humility is not thinking less of yourself. It's thinking of yourself less."**

-Henri Frederic Amiel

**Humility:** Freedom from pride or arrogance. The quality or state of being humble.  
[\[Definition from Merriam Webster\]](#)

Humility is often overlooked as a critical trait in management. In a world that frequently emphasizes confidence, assertiveness, and authority in leadership, humility may seem like a less valuable quality. However, humble managers are increasingly recognized as more effective leaders. They inspire trust, foster collaboration, encourage continuous learning, and build stronger, more resilient teams. Humility in management is not about downplaying oneself but rather about recognizing one's limitations, valuing others' contributions, and leading with a mindset focused on growth and service.



### What Does Humility in Management Look Like?

Humility in management involves acknowledging that no one has all the answers, being open to new ideas, and focusing on the team's success rather than personal glory. Humble managers demonstrate:

- **Self-awareness:** Understanding their strengths and weaknesses and being open about them.
- **Openness to feedback:** Welcoming input from all levels, recognizing the value of diverse perspectives.
- **Empathy and respect:** Valuing each team member's contributions and recognizing that everyone has something to offer.
- **Willingness to learn:** Remaining curious, continuously seeking knowledge, and being willing to adapt and grow.
- **Focus on the team:** Prioritizing the success and development of the team over personal accolades.



### How to Cultivate Humility as a Manager

#### Practice Self-Reflection

Regular self-reflection is essential for developing humility. Managers should take the time to evaluate their actions, decisions, and interactions with their team. Asking questions like, "What could I have done better?" or "How did my actions impact others?" can provide valuable insights into areas for growth.

#### Acknowledge Mistakes and Learn from Them

Everyone makes mistakes, but not everyone is willing to admit them. Humble managers openly acknowledge their mistakes and focus on what they can learn from the experience. This transparency sets a powerful example for their team and creates a culture where mistakes are seen as learning opportunities rather than failures.

#### Prioritize Active Listening

Active listening involves fully concentrating, understanding, responding, and remembering what is being said. Humble managers prioritize listening to their team members' concerns, ideas, and feedback without interrupting or dismissing them. This approach helps in building trust and understanding.

#### Seek and Act on Feedback

Humble managers actively seek feedback from their teams, peers, and superiors. They are not defensive when receiving criticism but view it as an opportunity for growth. Acting on feedback shows that they value input from others and are committed to continuous improvement.

#### Give Credit Where It's Due

Humble managers recognize the efforts and achievements of their team members. They celebrate successes collectively and give credit to those who contributed. This not only boosts morale but also reinforces a culture of collaboration and mutual respect.

#### Be Open to Different Perspectives

A humble leader recognizes that they don't have all the answers and that diverse perspectives can lead to better outcomes. They encourage team members to share their viewpoints and are open to changing their minds based on new information or insights.



Humility is not a sign of weakness in management; it is a sign of strength. Humble managers create environments where trust, collaboration, and innovation can flourish. They are self-aware, open to feedback, and focused on serving their teams rather than seeking personal recognition. In a world where leadership is often associated with power and authority, humility stands out as a transformative approach that leads to more engaged teams, better decision-making, and sustainable success.

By embracing humility, managers can build stronger relationships with their teams, foster a culture of continuous learning, and drive better organizational outcomes. In essence, humility is not just a leadership quality—it's a leadership advantage.

## Additional Resources for Humility

### Articles

#### [Humility in the Workplace and the Benefits It Brings / Indeed](#)

"In order to be an effective employee or manager, there are certain attributes you can develop. These characteristics can help everyone in the workplace collaborate more, appreciate each other in new ways and grow as a team so the company can realize success. One important attribute that helps you connect with others and foster creativity, accountability and satisfaction in the workplace is humility."

#### [The Importance of Managerial Humility / SHRM](#)

"What does humility look like in a workplace setting? First, it involves a willingness to know oneself. Humble individuals are aware of human limitations and accept that they have both strengths and weaknesses. Some terms that researchers have used to describe this orientation are "a transcendent self-concept and low self-focus and a lack of superiority or entitlement." Exhibiting humility as a leader often involves being vulnerable in front of others. For some, this comes naturally; others have to work at it."

#### [Level 5 Leadership: The Triumph of Humility and Tyranny Resolve / HBR](#)

"Whether or not we make it to Level 5, it is worth trying. For like all basic truths about what is best in human beings, when we catch a glimpse of that truth, we know that our own lives and all that we touch will be the better for making the effort to get there."

#### [The Impact of Humility: How Authenticity and Selflessness Drive Success / Forbes](#)

"Humility is not a sign of weakness but rather a source of strength and resilience in leadership. As leaders, we must acknowledge that we are all works in progress, and humility is a trait that requires continual cultivation and practice. By embracing it as a core leadership principle, individuals can inspire trust, foster collaboration and drive meaningful change within their organizations."

### Videos



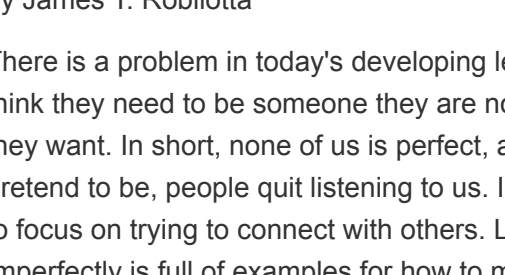
Lead With Humility (2:28)

Simon Sinek breaks down the essence of true leadership in this compelling talk about leading with humility and an infinite mindset. Find out how these concepts can drive long-term success, foster innovation, and cultivate resilience and openness. Ideal for entrepreneurs, managers, and anyone aiming for greatness.



How Leaders Influence People to Believe (4:18)

What does it take to be a leader? For Northwell Health president and CEO Michael Dowling, having an Ivy League degree and a large office is not what makes a leader. Leadership requires something much less tangible: authenticity. "Don't pretend, be real," says Dowling. "Accept your vulnerabilities, accept your weaknesses, know where your strengths are, and get people to belong."



Choosing Humility in a Self-Centered Age (12:54)

In the course of their lifetime, the average millennial will take over 25,000 selfies. Quincy Mix shares how you can choose to be humble in an age all about "being yourself" in this hilarious, yet relevant, talk.

### Read Recommendation

#### [Leading Imperfectly:](#)

[The Value of Being Authentic for Leaders, Professionals, and Human Beings](#)

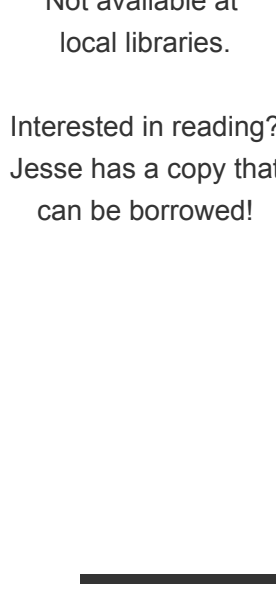
by James T. Robilotta

There is a problem in today's developing leaders—they think they need to be someone they are not to get what they want. In short, none of us is perfect, and when we pretend to be, people quit listening to us. Instead, we need to focus on trying to connect with others. Leading Imperfectly is full of examples for how to make those connections. The book is divided into a series of short, often humorous, and always insightful essays filled with real-life stories from James' own life. The essays discuss topics such as realizing your story has value, how to prevent over-committing because you can't be everything to everyone, realizing you don't have all the answers, and some practical advice about the importance of valuing the time we have and giving that time to the most important people in our lives.

**Notable Quotable:** "Being fake and feigning perfection is a lose-lose for both the organization and the individual. For the organization, open and honest dialogue will never occur. Employees will not feel comfortable asking for advice; therefore, they will be less effective and efficient. For the individual, being fake is a heavy burden; it's a lot of weight to carry around. Some of the perks might be nice in the short-term, like praise from a supervisor or positive attention from others. But, in the long run, fake people will live an isolated, guilt-filled life."

Not available at local libraries.

Interested in reading? Jesse has a copy that can be borrowed!



### LinkedIn Learning: Class Highlight

Human Leadership / Erica Keswin



LinkedIn Learning

To access this class and other content from LinkedIn Learning, click on the blue button above and enter your UNI email address when prompted. If your personal email address populates, please ensure you click on the "change" link first to update your email address. Once entered, click on "Continue to the University of Northern Iowa LinkedIn Learning account" to access content.

Being a leader in today's world comes with no shortage of complex challenges. How do you manage your team effectively in the face of so much change? Taking a more human approach to your job could do a lot to ease the pain. In this course, best-selling author Erica Keswin shares strategies used by top leaders to create a more values-driven, meaningful workplace that's good for people and business. Find out how to be a better communicator to create stronger human connections, build trust and rapport through empathy, and improve employee experience. Along the way, get tips on meetings, professional development, workplace well-being, and more.

## Upcoming Learning & Development



### Fundamentals of Supervision // Manager Development Series

October 9 / 8:30am-12:00pm / State College Room, Maucker Union

This introductory training session is the first in the Manager Development Series (SDS). This interactive session will focus on the fundamentals of supervision. This training is recommended for those who supervise Merit and/or P&S staff but ALL managers are encouraged and welcome to attend. While priority registration based on capacity is given to current managers, this training may be shared with employees looking to promote into leadership roles. Duration is 3.5 hours with two 5-minute breaks.

[Register Here](#)



### Effective Communication Strategies // Employee Engagement Series

October 21 / 1:00-2:00pm / Zoom

October 24 / 11:00am-12:00pm / Gilchrist Hall 009

Clear and effective communication is a critical aspect of success within the workplace. This workshop will provide some reflection on the clarity of your communication and share some strategies on how to convey your thoughts with clarity. Whether you're a seasoned leader or new to your role, this workshop will help prepare you to communicate more effectively through critical thinking.

[Virtual Registration](#)

[In Person Registration](#)



### Building Community on Your Team // Employee Engagement Series

November 13 / 1:00-2:00pm / Zoom

November 14 / 11:00am-12:00pm / Gilchrist Hall 009

At its core, a team is a system of human relationships. In the process of building a team, it's critical to not only understand the individual needs of others but also how best to collaborate with one another. This session will share some strategies on how to cultivate stronger interpersonal relationships and help your team become a more cohesive unit. Even if you're not a manager, you can make a big difference on the dynamics of your team!

[Virtual Registration](#)

[In Person Registration](#)



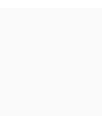
### PechaKucha Showcase // Employee Engagement Series

December 4 / 12:00-1:00pm / University Room, Maucker Union

PechaKucha (a Japanese term for *chit-chat*) is a storytelling format in which a presenter shows 20 slides for 20 seconds of commentary. This fast-paced presentation is a great way to share your story and provide the audience with new insights. Bring your lunch and learn from leaders and peers from around the university as they share their story. Here are two examples:  
[Michael Goodman - Honoring Parentless Students](#)  
[Bailey Parnell - Dark Side of Social Media](#)

Interested in presenting? Reach out to [Jesse Heath!](#)

[Register Here](#)



### FMLA & ADA Manger Responsibilities // Online Learning

This session provides managers with high-level information about how to identify a potential leave or accommodation request from an employee and clarifies a manager's role in complying with the Family Medical Leave Act (FMLA) and the Americans with Disabilities Act (ADA). This training takes approximately 45-minutes and will save your progress if you are unable to finish in one sitting.

[Access Here](#)

**Our Vision** All employees will be positively engaged in achieving their greatest potential while contributing to the success of the university.

**Our Mission** Human Resource Services fosters an environment of integrity and collaboration through innovative solutions and communications contributing to the successful recruitment, development, and retention of university employees.