

# iLEAD: Servant Leadership Experience Assessment

Spring 2012

STUDENT INVOLVEMENT CENTER  
DIVISION OF STUDENT DEVELOPMENT

SAINT LOUIS UNIVERSITY

The iLEAD: Servant Leadership Experience embodies the University mission by engaging undergraduate students at Saint Louis University in the transformation of society and serving with and for their community through their development as agents of local and global social change. The spring 2013 iLEAD 101 cohort included 85 students, of which 64 graduated from the program. The 2013 iLEAD 101 program was assessed using a pre- and post-assessment. The purpose of this assessment was to determine the overall level of learning and growth as servant leaders for each iLEAD 101 participant.

# 94%

The percentage of participants who were either satisfied or very satisfied with iLEAD 101

## Major Findings

- All servant leadership learning outcomes increased between the pre- and post-assessments. All increases with servant leadership skills were statistically significant increases.
- In general, upperclassmen tend to have greater growth in the outcomes than do their freshmen counterparts. The greatest growth for freshmen was with Critical Thinking, an increase of 1.11 points, while the greatest growth for upperclassmen was with Community Building and Empowerment, an increase of 1.60 points.
- Students rate iLEAD an 8.21 out of a 10 when comparing iLEAD to other leadership programs they have participated in.
- Overall, students who are more involved in clubs and organizations or take on leadership roles in clubs and organizations tend to have greater development in overall servant leadership development.
- Cultural group involvement tends to have the greatest effect on servant leadership development.
- Clubs sport involvement has a negative relationship with servant leadership skill development.

## Brief Statistics

- 94% of participants were either satisfied or very satisfied with iLEAD 101.
- 89% of participants would recommend iLEAD 101 to a friend.
- 92% of participants are involved in clubs or organizations on a deeply committed level.
- 68% of participants have never held a leadership role in a club or organization.
- Student development of servant leadership skills increased on average about 14%.

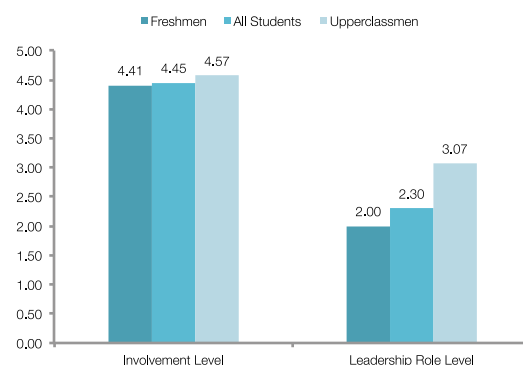
# .96

The average score increase for the development all servant leadership skills taught in the iLEAD 101 program (on a scale of 1-7)

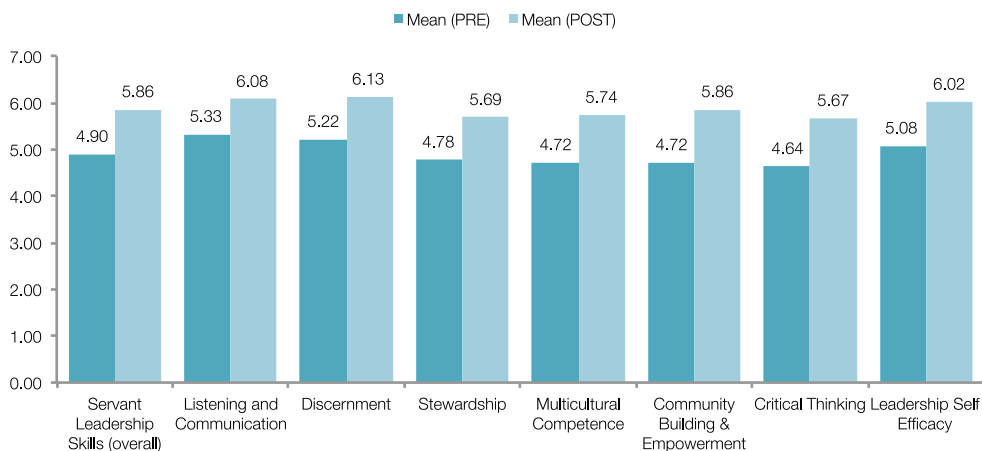
## Recommendations & Action Items

1. It is recommended that these changes become permanent and that iLEAD continue to recruit freshmen students to participate in iLEAD 101 during their spring semester.
2. iLEAD 101 should incorporate one new additional seminar (in addition to the current six), which should focus on the ideal qualities of a Servant Leader.
3. iLEAD 201 should be marketed to students as a "Leadership Laboratory", where they can practice the skills learning in iLEAD 101 within real-world situations.
4. Ways to incorporate involvement in cultural clubs for all iLEAD participants should be explored.

## Involvement Levels for iLEAD Participants



## Servant Leadership Development



"I learned what it takes to be a leader and it definitely takes more than I originally thought. iLEAD is a great program."