THE IMPACT OF HUMBLE LEADERSHIP ON EMPLOYEES' PROACTIVE BEHAVIOR IN 7 DAYS INN HOTEL CHAIN IN CHINA

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Abstract

In today's fast-paced business world, the link between different leadership styles and how employees act is very important. Humble leadership, which includes being humble, honest, and respectful, has become a good way to get workers to be proactive. Support from coworkers has had some effect on this relationship, but not a lot of research has been done on it. The aim of this study is to find out how group support affects the connection between humble leadership and active participation. The effect of humble leadership on proactive behaviour is increased by support from colleagues, which creates a friendly and helpful work environment. This study looks at the ways that employee views and actions are affected by the help that coworkers give. A full review of the current studies and the theory theories that support it is needed to do this. The results show that when employees feel supported by their coworkers, they are more likely to show the same level of humility and support as their bosses, which makes them act more proactively. Colleagues' help also increases the effect of humble leadership by creating a sense of community among teams, making people feel safer, and encouraging the sharing of knowledge. This study adds a lot to our knowledge about how leadership, social support, and employee behaviour all affect each other in complicated ways. This study shows that peer support is important for handling the link between humble leadership and aggressive behaviour. It gives useful information for companies that want to create a culture of teamwork, creativity, and success that can be used in real life. The topic of talk also includes possible future study paths and how they might affect the way organisations work.

Keyword; *humble leadership, proactive behavior, psychological empowerment, colleague support*

Introduction

In the ever-evolving landscape of organizational behavior and leadership studies, the focus on leadership styles and their impact on employee outcomes has garnered significant attention. Among various leadership styles, humble leadership, characterized by attributes such as self-awareness, openness to feedback, and appreciation of others, has emerged as a critical factor influencing organizational dynamics and employee behavior (Al Hawamdeh & AL-edenat, 2024,

Al Hawamdeh, 2023, Remy & Sané, 2023). This introductory chapter sets the stage for an in-depth exploration of the relationship between humble leadership and its potential effects on employees' proactive behavior, psychological empowerment, and the moderating roles of colleague support and conscientiousness. The contemporary business environment, marked by rapid changes, increasing complexity, and intense competition, necessitates a leadership style that not only adapts to these challenges but also empowers and motivates employees to actively contribute to organizational success (Din, Shar & Mangi, 2024, Zheng & Ahmed, 2024, Zhang et. al., 2023) . Humble leadership, with its emphasis on self-reflection, recognition of one's limitations, and valuing of employee contributions, offers a promising avenue for fostering a work culture that encourages initiative, innovation, and proactive engagement from employees.

China, with its 1.4 billion people, is not just the world's most populous country but also one of its most diverse (National Bureau of Statistics of China, 2019). From an age perspective, by 2020, the median age in China had reached 38.4 years, signaling a workforce that is experienced yet still dynamic (Huang et. al., 2024, Wu & Shen, 2024, Elhadidy & Gao, 2024). China's millennials, unlike their predecessors, are more globally connected and prioritize personal growth and work satisfaction over mere job stability. This generational shift underscores the importance of leadership styles that are responsive, adaptive, and people-centric (Liu et. al., 2024, Mrayyan & Al-Rjoub, 2024). As a result of the changing environment, the requirements of companies for their employees are bound to change. The company needs its employees to show more active behavior than ever before in their respective jobs, so that they can identify the various development problems in the company early and make their own judgement and then solve them in time, so that the organization can remain alert and vigorous in the midst of rapid changes (Siachou et. al., 2024, Van Tongeren et. al., 2024).

China's hotel industry has undergone transformative growth over the past decade. The last five years have seen a compound annual growth rate of approximately 7.3%, leading to a market size of USD 114 billion by 2022 (Zhao, Li, & Wu, 2019). This growth has been driven by increasing domestic tourism, a rise in international travelers, and significant investments in infrastructure. Moreover, China's Belt and Road Initiative has fostered greater connectivity, boosting both business and leisure travel (Wang et. al., 2024, Yang, Bao & Zhang, 2024). With such impressive growth comes the challenge of managing a massive workforce dedicated to ensuring top-notch guest experiences.While the West has been seeing a shift towards more collaborative and people-oriented leadership styles for some time, China's tryst with humble leadership is rooted in its cultural and philosophical ethos (Di, Hafit & Mohamed, 2024, Tabrizinia, 2024). Confucian values, which are deeply embedded in Chinese society, promote humility, respect for others, and harmonious interpersonal relationships. Recent research has highlighted humble leadership's potential in enhancing team collaboration, reducing turnover, and promoting employee well-being (Liu, Chen, & Yao, 2020). The hospitality industry has been characterized as service-centric nature, and it is particularly sensitive to employee turnover. According to a report by the Bureau of Labor Statistics (2019), the hospitality sector experiences one of the highest turnover rates

across industries, estimated to be around 73.8% annually. This high turnover rate is often attributed to factors such as job dissatisfaction, lack of empowerment, and inadequate leadership (Theissen, Theissen & Gümüsay, 2024, Zhiwei et. al., 2024). According to recent studies, the annual employee turnover rate in China's hospitality industry is as high as 25%, much higher than the global average (Kass et. al., 2024, Idowu, 2024). This phenomenon points to the urgent need for effective leadership styles, especially in terms of how to better motivate and retain employees.

Humble leadership as an emerging area of leadership style has received more attention in recent years, and numerous scholars and managers agree that humble traits of leaders are especially critical and important in the current rapidly changing organizational environment, but its effectiveness has not yet been fully theoretically justified and empirically tested (El Junusi, Fachrunnisa & Wikaningrum, 2024, Qu et al., 2019).Leadership style plays a pivotal role in shaping employee attitudes and behaviors. In particular, humble leadership, which emphasizes self-awareness, openness to feedback, and appreciation of others, has been shown to have a significant impact on employee outcomes. Research by Rego, Meyer, Júnior & Cunha in (2024) demonstrates that humble leadership is positively correlated with employee engagement and satisfaction, which are inversely related to turnover intentions. Although humble leadership seems an ideal fit for China's cultural milieu, its impact, particularly in the hotel industry, is under-researched. Moreover, the potential mediating and moderating roles of psychological empowerment, colleague support, and conscientiousness in shaping proactive behaviors under humble leadership in 7 Days Inn Hotel Chains demand exploration. Understanding the intricacies of humble leadership in the dynamic landscape of China's hotel industry is no longer just academic interest; it's a strategic imperative. This research aims to bridge existing gaps and provide actionable insights to industry stakeholders, including leaders, HR professionals, and policymakers.

Literature review.

Humble Leadership

Humble leadership refers to a leadership style characterized by a leader's self-awareness, openness to feedback, and recognition of others' contributions. It involves acknowledging one's limitations and being receptive to new ideas and diverse viewpoints (Lim, 2024, Sanchez et. al., 2024). Zhang, Javaid, Liao, Choi and Kim in (2024) suggest that humility can be divided into five sub-dimensions: honesty, fairness, generosity, respect, and freedom from arrogance. Salehzadeh and Ziaeian in (2024) argue that humility is different from low self-esteem in that it is a personal orientation based on an accurate understanding of oneself and a correct measurement of oneself, and consists of three dimensions: self-awareness, openness, and transcendence. In this study,humble leaders are known for their ability to foster an inclusive and collaborative work environment, encouraging continuous learning and growth.Self-awareness refers to a clear understanding of one's own strengths and weaknesses; openness refers to a willingness to learn from others and to accept new things and new ideas and even new ways of perceiving; and

transcendence refers to an appreciation of others and recognition of their positive value (Hawamdeh & AL-edenat, 2024, Kelemen et. al., 2023). There have three important element under humble leadership which is self awareness, openness to feed back and appreciation of other. In the context of humble leadership, self-awareness means being aware of your own traits, emotions, goals, and needs. Leaders need to think about their skills and flaws and know how their actions affect other people (Al Hawamdeh & AL-edenat, 2024; Kelemen et al., 2023; Chandler et al., 2022). Being self-aware is a key skill for humble leaders who want to make choices that are better informed and more caring. Second, leaders who actively seek and positively respond to input from others, no matter what kind it is, show that they are open to criticism. This level of openness is important for both personal and professional growth, and it also helps create an open and interactive work culture (Kang, Li & Hua, 2023; Zhu, Zhang & Shen, 2019). Lastly, showing respect for others means recognising and value the work and services of team members. As Remy and Sané (2023) and Chughtai and Arifeen (2023) say, humble leadership is all about recognising the abilities, accomplishments, and promise of others. This kind of recognition can really boost the spirit and drive of a team. Being humble, knowing how ready you are to help others, being able to learn from others' skills and talents, and staying out of the spotlight are all things that Al Hawamdeh wrote in 2023. In 2023, Mrayyan put together different points of view and came up with a six-part structure for humility: self-awareness, openness, self-reflection, transcendence, thanks, and a polite attitude. Al Hawamdeh & AL-edenat (2024) and Salehzadeh & Ziaeian (2024) say that humility has three parts: having an objective view of oneself, appreciating others, and being open to new knowledge.

Psychological Empowerment

According to Putra, Kusumawati, Kartikasari, 2024, Llorente-Alonso, Garcia-Ael, and Topa in (2023), psychological empowerment is when a person feels like they can change their job setting, which includes having a feeling of meaning, skill, self-determination, and effect in their role. It is impact of humble leadership and proactive behavior. Al Daboub, Al-Madadha & Al-Adwan, in (2024) found that psychological empowerment mediates the relationship between job redesign and organizational commitment in a change environment. In addition, scholars' studies have also shown that psychological empowerment is a mediating variable between organizational climate and work attitudes of scientific and technical personnel (Kaul et. al. 2024, Ibrahim et. al., 2024, Llorente-Alonso, Garcia-Ael & Topa, 2023). In this study psychological empowerment has emerged as a critical construct in organizational psychology and management research. It refers to the intrinsic motivation individuals experience when they perceive themselves as able and competent to perform their job roles effectively (Yao, Zhang & Sun, 2023).

Colleague Support

Colleague support is when coworkers help you in emotional, educational, or practical ways. It includes many actions, from helping with jobs to being there for someone emotionally when they're having a hard time. This help is very important for forming a person's work experience and can

have a big effect on how they feel about the workplace (Berglund, Toropova & Bjorklund, 2024; Nourse, 2024).Colleague support includes the emotional, informational, and practical help that coworkers give you. A helpful work setting is very important, and it has been linked to less stress and more job happiness (Oztan et al., 2024; Dyregrov, Reime, & Mellingen, 2024). New research divides coworker help into different categories. Emotional support means caring about and understanding your coworkers, which can boost happiness and lower stress. Instrumental support means giving physical help with jobs or responsibilities that has a direct effect on how well someone does their job. Giving and receiving informational support includes sharing information and tips, which is especially important when making choices and improving skills (Rupcic, 2024; Atkinson, Duberley & Page, 2024). Supportive relationships at work help lower stress and burnout at work, which makes people happier with their jobs generally.

This positive work environment, in turn, fosters higher levels of employee engagement and loyalty to the organization (Weaver et. al., 2024, Roche, Jones & Plunkett, 2024). Colleague support plays a significant role in team dynamics and collective performance. Teams characterized by high levels of support tend to exhibit better collaboration, communication, and conflict resolution skills. These teams are often more effective in problem-solving and innovation, as members feel more comfortable sharing ideas and taking risks (Kollerová et. al., 2023, Ceelen et. al., 2023, Caesens et. al., 2023).

Proactive Behavior

Proactive behavior refers to self-initiated and anticipatory actions that aim to change oneself or the environment. It involves taking control and acting in advance of a future situation, rather than just reacting (Ali,2024, Han et. al., 2023). Research on individual traits indicates that proactive personality is an important factor influencing individual proactive behavior. Individual Personality Differences in proactive aspects of personality lead to differentiated behaviors, which are inevitably reflected in certain aspects of proactive behavior, such as personal innovation and professional autonomy. Such differences are inevitably reflected in some aspects of proactive behavior, such as personal innovation and professional autonomy (Choi & Ko, 2024, Abdalla, Saeed & Khan, 2024); proactive responsibility and constructive behavior (Park et. al., 2024, Zhou et. al., 2024); and proactive personality (Zhang, Ding & Xu, 2024); and problem solving and program implementation (Palupi, Utami & Nuryana, 2024, Haim & Aschauer, 2024). Also, the Big Five personalities are also related to proactive behavior, especially the Big Five personality traits of dutifulness, neuroticism, and openness traits.This behavior is essential for organizational adaptability and innovation.

Research methodology

The present inquiry uses a quantitative research design. Quantitative research, as defined by Frankfort-Nachmias et al. (2015), focuses on the methodical gathering and examination of numerical data using statistical methods. This methodology is especially appropriate for research endeavours that seek to establish correlations between different factors, often yielding outcomes

that can be applied to a larger population due to the systematic approach used in gathering data. One major benefit of quantitative research is its ability to generate reliable and valid results, enabling an unbiased interpretation of reality (Smith, 2018). This study examines the 7 Days Inn hotel chain, which is a prominent budget hotel chain in China. The research involves distributing questionnaires to upper management, middle management, and lower management.

Finding

The measuring indicators include the dependability of individual items and the internal consistency, as stated by Hair et al. (1998). Factor loading is used to assess the dependability of individual items. Latent variable composition reliability (CR) and Cronbach's alpha are used to assess internal consistency. The minimum suggested value must exceed 0.7. Validity pertains to the accuracy of the scale instrument, and the measurement indicators include convergent validity and discriminant validity. Convergent validity primarily assesses the relationship between items that share the same dimension and identifies the average variance extraction (AVE). The suggested threshold must exceed 0.5, as stated by Bagozzi and Yi in 1988. Discriminant validity is a statistical metric used to assess the connection between items that have diverse characteristics. It is evaluated by calculating the square root of the average variance extracted (AVE). If the square root of the diagonal AVE is larger than the correlation coefficient of either the horizontal or vertical column, it indicates discriminative validity (Fornell & Larcker, 1981). The Cronbach's alpha and Composite reliability scores for all dimensions exceed 0.7, suggesting strong reliability and internal consistency. The values vary from 0.820 to 0.883 and 0.861 to 0.905, as shown in Table 1. The average extracted variance (AVE) for each dimension exceeds 0.5, which suggests strong convergent validity within the range of 0.630 to 0.692. Table 2 demonstrates that the square root of the diagonal AVE is higher than the other correlation coefficient values in the matrix, which vary from 0.661 to 0.756, as seen in Table 2. Table 3 demonstrates that all values, as identified by heterotrait–monotrait analysis, are below 0.9. This suggests that there is strong discriminant validity, with values ranging from 0.710 to 0.803, as given in Table 3 (Henseler, Ringle & Sarstedt, 2015).

Table 1; Construct Reliability and Validity

	Cronbach's Alpha	Rho_A	Composite Reliability	Average Variance Extracted (AVE)
Colleague Support	0.820	0.838	0.861	0.689
Humble Leadership	0.846	0.870	0.879	0.630
Proactive Behavior	0.883	0.894	0.905	0.692

Psychological Empowerment	0.828	0.883	0.868	0.637

Table 2 ; Discriminative validity

	*Colleague Support	Colleague Support	Humble Leadership	Proactive Behavior	Psychological Empowerment
*Colleague Support	0.702				
Colleague Support	-0.569	0.724			
Humble Leadership	-0.590	0.681	0.756		
Proactive Behavior	-0.570	0.811	0.694	0.701	
Psychological Empowerment	-0.636	0.696	0.807	0.703	0.661

Table 3; HTMT

	*Colleague Support	Colleague Support	Humble Leadership	Proactive Behavior	Psychological Empowerment
*Colleague Support					
Colleague Support	0.710				
Humble Leadership	0.615	0.803			
Proactive Behavior	0.593	0.832	0.783		
Psychological Empowerment	0.660	0.820	0.814	0.789	

Table 4; Direct relationship

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values
Humble Leadership -> Proactive Behavior	0.155	0.146	0.053	2.910	0.004
Humble Leadership -> Psychological Empowerment	0.807	0.802	0.039	20.936	0.000
Psychological Empowerment -> Proactive Behavior	0.138	0.124	0.070	1.970	0.049

Hypothesis 1 posited a substantial correlation between humble leadership and proactive leadership. Table 4 shows that there is a noteworthy correlation between modest leadership and proactive leadership, with a score of ($\beta = 0.155$, $t = 2.910$, $p < 0.05$). Furthermore, hypotheses 2 and 3 postulated that there is a substantial correlation between modest leadership and psychological empowerment with proactive conduct. The findings in Table 4 indicate a strong correlation between modest leadership and psychological empowerment with proactive conduct, with coefficients of ($\beta = 0.807$, $t = 20.936$, $p < 0.05$) and ($\beta = 0.138$, $t = 1.970$, $p < 0.05$), respectively.

Table 5; Indirect relationship (Mediation effect)

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values
Humble Leadership -> Psychological Empowerment -> Proactive Behavior	0.111	0.100	0.058	1.922	0.055

Hypothesis 4 proposed that psychological empowerment plays a mediating role in connecting humble leadership and proactive behaviour. The data presented in Table 5 demonstrate a significant mediation effect of psychological empowerment in the relationship between humble leadership and proactive behavior. The mediation effect is represented by a score of $\beta =$

0.111, with a corresponding t-value of 1.922 and a p-value less than 0.05. These results may be seen in Table 5.

Table 5; Indirect relationship (Mediation effect)

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values
Humble leadership ->*Colleague Support -> Proactive Behavior	-0.017	-0.042	0.037	0.449	0.653

Hypothesis 5 suggests that colleague support plays a key role in moderating the association between modest leadership and proactive activity. According to the information provided in Table 6;

Table 6; R Square

	R Square	R Square Adjusted
Proactive Behavior	0.706	0.703
Psychological Empowerment	0.651	0.650

The coefficient of determination, often known as R square, quantifies the extent of variation between two variables under the assumption of a linear relationship (Sanchez, 2012). (Sanchez, 2012). Table 6 presents the R2 and goodness of fit scores. Table 6 shows that the R2 value for proactive activity is 0.703, indicating that 70.3% of proactive conduct can be accounted for by modest leadership, psychological empowerment as a mediating variable, and colleague support as a moderating variable. Psychological empowerment is defined by modest leadership, accounting about 65% or 0.650.

Discussion

In the constantly evolving field of organisational behaviour, the interactive connection between various leadership styles and employee behaviour is very important. Humble leadership, distinguished by its emphasis on collaboration, openness, and humility, has been acknowledged as

a catalyst for fostering proactive conduct in teams. However, the significance of psychological empowerment as a mediator in this relationship cannot be emphasised enough (Lim, 2024, Sanchez et. al., 2024). This paper aims to examine the important role of psychological empowerment in mediating the relationship between modest leadership and proactive conduct among employees. First and foremost, humble leadership creates a basis for psychological empowerment by fostering an environment marked by trust, respect, and autonomy (Kang, Li & Hua, 2023, Zhu, Zhang & Shen, 2019). Humble leaders exhibit their capacity to empower their team members via acknowledging their contributions, fostering transparent communication, and providing avenues for individual development and career progression. Employees have a sense of psychological safety and self-assurance, which empowers them to assume accountability for their work and provide meaningful contributions to the organisation (Al Hawamdeh & AL-edenat, 2024, Kelemen et. al., 2023, Chandler et. al., 2023).

Psychological empowerment acts as a link between modest leadership and proactive action by enhancing workers' belief in their own ability to succeed and their feeling of control over their work environment. This is achieved by enhancing workers' self-confidence. Employees are more inclined to engage in proactive behaviours, such as problem-solving, innovation, and actively seeking opportunities for change, when they see themselves as empowered to make decisions and take initiative (Remy & Sané, 2023, Chughtai & Arifeen, 2023). When employees are provided with psychological empowerment, they are driven to exceed their allocated responsibilities in order to bring about positive changes inside the company. This is because psychological empowerment acts as a source of intrinsic motivation and a sense of ownership. In addition, psychological empowerment enhances the impact of humble leadership on proactive conduct by fostering a sense of shared purpose and alignment with company goals (Al Hawamdeh & AL-edenat, 2024, Salehzadeh & Ziaeian, 2024). This is achieved via the development of a collective understanding of a common objective. When leaders demonstrate respect and empowerment towards workers, it increases the likelihood of workers connecting with the organization's mission and vision, and actively engaging in efforts to achieve those objectives. Psychological empowerment of employees fosters a sense of pride and dedication within the workforce, leading to their active engagement in contributing to the success and well-being of the organisation (El Junusi, Fachrunnisa & Wikaningrum, 2024, Qu et al., 2019). Moreover, psychological empowerment serves as a strategy that enhances resilience and adaptability when confronted with challenges and unpredictability. This is achieved via the use of modest leadership. When leaders exhibit humility, they foster a culture of innovation and trial by giving individuals the power to assume accountability for their tasks and to exercise autonomy in decision-making. By adopting this approach, employees may respond proactively to evolving circumstances, anticipate forthcoming challenges, and adjust their strategies accordingly, so fostering ongoing improvement and organisational adaptability (Kass et. al., 2024, Idowu, 2024).

The support of colleagues has a significant influence on the attitudes and actions of employees

within the complex dynamics of organisational behaviour. This significance cannot be overstated. Peer support has a vital role in deciding the extent to which modest leadership encourages proactive actions among workers. The relationship between modest leadership and proactive effort is evident in this situation (Theissen, Theissen & Gümüsay, 2024, Zhiwei et. al., 2024). This essay aims to examine the substantial influence of peer support on the interaction between moderate leadership and proactive behaviour. Initially, having humble leadership fosters a congenial and cooperative work environment where individuals feel valued, esteemed, and empowered due to their achievements. Modest leaders prioritise open communication and demonstrate recognition and appreciation for the contributions of others, while also actively fostering diverse viewpoints. Colleague support flourishes in this setting because team members are inclined to return the humility and support shown by their leaders during such moments (Di, Hafit & Mohamed, 2024, Tabrizinia, 2024). When coworkers see that they get support from their colleagues, they are more inclined to engage in proactive activities. These behaviours include the act of exchanging ideas, soliciting criticism, and collaborating on novel endeavours. Another factor to take into account is that the impact of humble leadership on employee engagement and motivation is heightened when coworkers provide support (Siachou et. al., 2024, Van Tongeren et. al., 2024)eleh. When employees see that their colleagues are willing to help them achieve their objectives and support them, they gain confidence and become more motivated to take initiative and participate in proactive behaviour. Colleagues provide employees with the necessary encouragement and reinforcement to go out of their comfort zones and seize opportunities for personal and professional advancement. This help acts as a shield against any problems and difficulties (Wang et al., 2024; Yang, Bao, & Zhang, 2024).

Help and support from coworkers also creates a feeling of safety and belonging within the team, which is important for bringing out the full potential of humble leadership in terms of motivating people to take action. Liu et al. (2024) and Mrayyan and Al-Rjoub (2024) say that employees are more likely to take risks, talk about their ideas openly, and question the status quo when they feel backed and accepted by their direct coworkers. In turn, this creates a culture that encourages new ideas and experiments, where taking the initiative is not only valued as a way to help the organisation succeed, but also pushed for. Liu et al. (2024) and Mrayyan and Al-Rjoub (2024) also say that receiving support from coworkers helps people share knowledge and work together, which are both important for developing strategic projects within teams. By sharing their knowledge and resources, workers can efficiently solve tough problems and find growth and innovation chances when they work together. Supporting each other at work makes it more likely that people will work together to reach shared goals, share information, and give each other helpful comments. Therefore, this leads to more aggressive behaviour and better performance (Huang et al., 2024; Wu & Shen, 2024; Elhadidy & Gao, 2024).

Conclusion

Finally, the link between reasonable leadership, peer support, and proactive behaviour shows how important it is to create a helpful and creative workplace. By being humble, honest, and respectful, modest leaders create an environment where their coworkers want to support them. When coworkers see that both their friends and their bosses support them, they are more likely to take action. Some of these practices are sharing ideas, constantly seeking feedback, and working together on new projects. It is the backing of coworkers that makes humble leadership have a bigger effect on employee involvement, drive, and attitude. Help and support from coworkers also help create a culture of psychological safety and a feeling of belonging within teams. Because of this, workers feel more confident, which lets them take chances, say what they think, and question the way things are usually done. The setting not only encourages innovative actions, but also sees them as essential to the success of the company. In addition, getting help from coworkers encourages people to share what they know and work together, which helps teams solve problems more efficiently and find new ways to promote innovation and growth. Basically, the link between humble leadership, getting help from coworkers, and being proactive shows how important it is to build a culture that values humility, teamwork, and respecting each other. Companies can get the most out of their workers and encourage creativity, growth, and success by giving them the tools and motivation to be bold and take the lead. Following these guidelines might result in a more involved, inspired, and high-performing staff, which will help the organisation reach its goals and objectives.

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