EVERYTHING RISES AND FALLS ON LEADERSHIP

The best one word definition of leadership is influence. In fact, if you think you are leading, and look over your shoulder to discover you have no one following, you are only taking a walk.

Influence is powerful. Those who have it make things happen. For example, if you have influence where you work, you can bring about change. If you have influence at home, your family cares about what you think. If you have influence in your neighborhood, people will listen to you.

TWO KEY QUESTIONS

1. How will you use your influence?
2. How do you increase your influence?

Level One leadership is about Position. It reflects your right to lead. When you are a level one leader, people follow you because they have to. They follow you, or “obey” you because you have a title and authority over them, not necessarily because they want to. Your leadership (influence) here is limited.

Level Two leadership is about Permission. It reflects the quality of your relationships that allow you to lead. When you are a level two leader, people follow you because they want to. Candidly, they follow you because they like you. Here you begin to demonstrate positive relational skills and the ability to get along with people.

Level Three leadership is about Production. It reflects your ability to deliver results. This is where your influence really begins to gain momentum. Not only are you getting along with people well, but you make things happen and you get things done! This is where success begins.
**Level Four** leadership is about *People Development*. It reflects your ability to *reproduce* other leaders. This is the stage where your leadership gains depth, sustainability, and begins to extend beyond what you can accomplish by yourself. This is a result of your investment into others and helping them become better people and better leaders.

**Level Five** leadership describes a unique stage called *Pinnacle*. This occurs when the people you lead have great *respect* for you. This is often the result of not only what you have done for the organization, but what you have done for the people over a very long period of time. Essentially, at this level, it’s about who you are as a person and what you represent.

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**BENEFITS**

If you seek to understand and develop your leadership you will experience these benefits:

1. You will experience personal growth. You can’t lead others without first growing yourself. As you dig in and understand the levels of leadership, you will expand your capacity as an individual.

2. Your people skills will increase and your conflict will decrease. This doesn’t mean your relational challenges and problems disappear, it means you become more effective at solving them. You will appreciate the art of getting along with people!

3. Your personal productivity will rise, and your ability to accomplish your personal and professional goals will increase.

4. Leaders, overall, are more successful in life. This of course varies from person to person, but leaders tend to become “bigger, better, stronger people!”

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**CHARACTERISTICS**

People who commit to grow as a leader demonstrate certain characteristics:

1. Leaders who grow know what they want and where they are going. Vision and enthusiasm for the future is evident.

2. Leaders who grow are motivated. They are eager to go the extra-mile and do whatever it takes.

3. Leaders who grow are eager to learn. Leaders are readers and love to glean from other leaders who have accomplished more.

4. Leaders who grow tend to be very goal-oriented. They set measurable goals, write them down, and commit to them.

5. Leaders who grow love to help other people grow. They find genuine joy and meaning in adding value to other’s lives.
OVERVIEW

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The Maxwell Leadership Center

LEADERSHIP COACHING

THE FIVE LEVELS OF LEADERSHIP | OVERVIEW

STEPS TO FOLLOW

1. Begin to see yourself differently. Think of yourself as someone who has influence! Influence in your home, at work, at church, in your community, etc.

2. Make an honest assessment of yourself as a leader. Ask a close friend to give you feedback. Where do you need to start to become a better leader?

3. Begin to look at life from a different perspective. View things from the lens of a leader. Ask yourself how you can help make things better. What can you do today to improve the environments in which you experience life?

4. Determine to find a leader ahead of you in experience and ability and ask for 30 minutes of their time. Come prepared with about 5 well thought-through questions you have about becoming a better leader.

5. Think about the people around you: family, co-workers and neighbors. Determine to add value to their lives. Think about it this way. How might their life be a little better because of your influence. Don’t make it complicated. Sometimes the small things make a big difference.

Choose something you underlined from any of the above material that is important to you. Take a minute to tell everyone what you chose and why it was important to you.

REFLECT AND RESPOND

Choose one of the questions below and share a brief answer with your group.

1. What is your level of leadership where you work and in your own family?

2. Do you believe others see you as a leader today? Why or why not?

3. What is one step you can take to begin to increase your leadership?

EVALUATION AND ACTION

Rate yourself as leader according to the principles in this week’s content.

1  2  3  4  5  6  7  8  9  10

Why did you give yourself this rating?

Who do you know that demonstrates the characteristics of a good leader? What do you admire about them?

What specific action can you take immediately that will improve your rating?

Take a minute to share your responses to the self-evaluation section, including the step you will take to improve.