

# From Position to Pinnacle: Navigating the Five Levels of Leadership

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Leadership is Influence. Nothing more. Nothing Less - John C. Maxwell

The more people you can influence, the more \_\_\_\_\_ you will be.

## **Level 1: \_\_\_\_\_ (Rights)**

Basic entry level of Leadership

People follow you because they \_\_\_\_\_

This is a great place to start but a \_\_\_\_\_ place to stay.

People will not follow a positional leader beyond the stated authority

Exhibit the following characteristics to advance to the next level:

Know your job description thoroughly

Accept \_\_\_\_\_

Do more than \_\_\_\_\_

Be aware of the history of the organization

## **Level 2: \_\_\_\_\_ (Relationships)**

People follow you because they \_\_\_\_\_

Three things leaders at this level do well:

\_\_\_\_\_ well

\_\_\_\_\_ well

\_\_\_\_\_ well

Caution: **Do not try and skip this level**

Exhibit the following characteristics to advance to the next level:

Possess a genuine love for people

Do "win-win" or don't do it at all

Makes those who work with you more successful

## **Level 3: \_\_\_\_\_ (Results)**

People follow you because of what you have done for the \_\_\_\_\_

Three things that leaders at this level do well:

Lead by \_\_\_\_\_

Create \_\_\_\_\_

\_\_\_\_\_ better people

When you get credibility, people choose success over relationships.

Exhibit the following characteristics to advance to the next level:

Initiate and accept responsibility for growth

Develop accountability for results, beginning with yourself

Communicate the strategy and vision for the organization

### **Level 4: \_\_\_\_\_ (Reproducers)**

People follow because of what you have done for \_\_\_\_\_

Three things leaders at this level do well:

\_\_\_\_\_ well

\_\_\_\_\_ well

\_\_\_\_\_ well

Exhibit the following characteristics to advance to the next level:

Realize the people are your most valuable asset

Pour your leadership efforts into the top 20% of your people

Surround yourself with an inner core to complement your leadership

### **Level 5: \_\_\_\_\_ (or Personhood) (Respect)**

People follow you because of who you are and what you \_\_\_\_\_ .

Results of years of leading - the people put the leader here

Moral Authority

The following characteristics define the Level 5 Leader:

Followers are local and sacrificial

Spent years mentoring and molding leaders

Become a statesman/consultant and are sought out by others

Greatest joy comes from watching others grow and develop

successful; position; have to; terrible; responsibility; expected; permission; want to; recruit; position; equip; production; organization; example; momentum; attract; people development; them; recruit; position; equip; pinnacle; represent