



# 5 Levels of Leadership

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## Level 1: Position / Title

Key Word: RIGHTS

### Notes/Thoughts/Nuggets:

- In this level, people follow you because they HAVE TO- you are in an official position of authority- and if they don't follow- they could lose their job.
- UPSIDE- in this level, we have the opportunity to define ourselves as leaders and grow
- DOWNSIDE- in this level, people who are following you will give their LOWEST level of energy, engagement, respect, and results

### Level 1 Leadership Culture (example)

- 4:30pm- people are clearing their desks-getting ready to dart out of the building because 5pm is the highlight of their day
- 4:45pm- they are saying their "good byes" for the day
- 4:50pm- they head to the restroom on company time!
- 4:55pm- putting on their track shoes
- 4:57pm- in the sprinter starting position- ready to dart out
- 5pm- the parking lot is empty

## **Level 2: Production**

Key Word: **Results**

### **Notes/Thoughts/Nuggets:**

At this level...

- Follow you because they WANT to
- You have connected with people- there is mutual respect
- Relationships are the foundation of leadership

3 Skills of Level 2:

1. Listen well
2. Observe- you know what your people are up to
3. Learning- an attitude of servanthood and servant leadership

## **Level 3: Permission**

Key Word: **Relationships**

### **Notes/Thoughts/Nuggets:**

At this level...

- Helping bottom line of the company
- Producing results
- Others follow because of what they you doing & results you are producing
- Modeling for people what they want to do/be
- Attract people who want to be like you
- Reproducing others- creating momentum
- Lots of problem solving by creating momentum

## Level 4: People Development

Key Word: Reproducing

### Notes/Thoughts/Nuggets:

At this level...

- You commit yourself to growing/building others as leaders
- Recruitment is key – the better the people you bring in the “front door” the better your organization will be
- 80% of success in equipping people to be successful depends on the front door- and who you bring into the company/organization
- Placement is critical- you MUST place the right people in the right positions-where they can focus on and hone in on their STRENGTHS
- Successful leaders know how to position other leaders for success- and they are not afraid or intimidated to do so
- Positioning beats talent alone every time
- The focus here is to equip people to succeed

### *5 Steps To Demonstrate Level 4 Leadership:*

1. I DO it.
2. I do it...you WATCH ME DO IT.
3. NOW you do it..I am with you and will watch you do it.
4. You do it ON YOUR OWN.
5. You do it- SOMEBODY is with you- you are now teaching them to do it.

## **Level 5: Pinnacle**

Key Word: **Respect**

**Notes/Thoughts/Nuggets:**

At this level...

- You have done it so well for so long for so many- people follow you- you are the EXPERT
- Takes a VERY long time to get there- and very few do

## ***Assignment:***

**Prior to your next Truth@Work roundtable meeting:**

**Write down the name(s) of individual(s) you lead below. What level of leadership are you on with them?**

**For next roundtable meeting:**

- 1. Find 1-2 Bible Verses that describe each level of leadership.**
- 2. Identify 1 Bible character/leader who demonstrates each level of leadership. Write up a document-come and share with the group.**