

# Application Guide

## JOHN MAXWELL ON BUILDING YOUR LEADERSHIP LEGACY NOW



### **BOTTOM LINE:**

Legacy is an ongoing process that is built daily, whether intentionally or unintentionally.

### **KEY TAKEAWAYS**

I. **Legacy** is the influence leaders leave on people and organizations over the long term.

- A. Legacy is what people will associate with you *ultimately*, while reputation is what people think about you *currently*.
- B. Part of legacy is understanding that the run you are on is not always the run you must continue. It may require letting go of what's comfortable and stepping into new territory.
- C. Legacy is built daily through your actions and decisions, not just something tied to end-of-life reflections.

II. Building a Leadership Legacy requires **investing in others**.

- A. Legacy leaders are replaceable.
- B. Legacy doesn't have to mean being the best, rather it can simply be about being first—be willing to go first so someone else can go higher.
- C. Prioritize developing leaders over followers.
- D. Look at the people you are pouring into and desire more *for* them than *from* them.

III. **Life-change happens in people**, not in the organization itself.

- A. Who you are impacts people even more than what you say to them.
- B. There is power in proximity. It's important to be close to the people you are pouring into.
- C. Legacy is about leaving something *in* people more than it's about leaving something *for* people.

IV. Three practical steps leaders can take to start **building their legacy**.

- A. Develop other leaders.
- B. Lead with integrity and character
  - 1. Whether or not you continue to look up to a leader is more dependent on their character than what they accomplish. Accomplishments gain our attention, but character and integrity keep our attention.
  - 2. When your reputation is bigger than your character, the reputation will eventually come crashing down.
  - 3. Good leaders:
    - a) Bring people together rather than divide them.
    - b) Value all people.
    - c) Acknowledge their own mistakes.
    - d) Do the right thing for the right reasons.
- C. Keep growing personally.
  - 1. Leaders who stop learning, stop leading.
  - 2. Your season of life never has to be a lid to your growth and leadership.
  - 3. Personal growth determines how far you will go.
  - 4. You will never know what you lose if you quit.

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### V. **Consistency** compounds.

- A. Making good decisions early, and choosing to act in ways that align with the leader you want to be, will have extraordinary impact.
- B. Figure out your main calling early and add lanes to that calling as you go forward.

### **QUESTIONS FOR REFLECTION OR TEAM DISCUSSION**

1. What do you want your legacy to be?
2. What actions are you taking today that align with the legacy you want to leave?
3. What actions do you need to start taking to better align with the legacy you want to leave?
4. Who are the people you are currently investing in? If you aren't investing in someone yet, who can you start with?
5. What are you doing for your personal growth today?

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