

Levels of Leadership



Level Tracker

(Adapted from John C. Maxwell's Leadership Philosophy)
John C. Maxwell's 5 Levels of Leadership framework provides a roadmap for leadership growth, helping leaders understand how they influence and develop relationships with their teams. Leaders progress through these levels by building trust, delivering results, developing others, and ultimately creating a lasting impact.

Level 1: Position – Leadership by Title

Summary: At this level, people follow you because they have to. Your leadership is based on your position, not your influence or ability to inspire.

Key Takeaways:

- Authority comes from your title, not from respect or relationships.
- Followers do the minimum required to comply.
- Leadership effectiveness is limited without relationship-building.
- To grow, focus on earning trust and connecting with people.

Level 2: Permission – Leadership by Relationships

Summary: At this level, people follow you because they want to. You build trust, create positive relationships, and show that you care.

Key Takeaways:

- Leadership becomes personal—people work for you because they respect you.
- Effective communication and active listening are key.
- Trust and collaboration lead to higher morale.
- To grow, invest in understanding and supporting your team.

Level 3: Production – Leadership by Results

Summary: At this level, people follow you because of what you have done for the organization. You drive results and demonstrate success.

Key Takeaways:

- Productivity and performance increase as leaders set the pace.
- Leaders lead by example, motivating others to achieve success.
- Team members become more committed when they see results.
- To grow, focus on developing your team's skills and achieving meaningful goals.

Level 4: People Development – Leadership by Empowering Others

Summary: At this level, people follow you because of what you have done for them personally. You invest in their growth and leadership development.

Key Takeaways:

- Leadership shifts from personal success to mentoring and coaching.
- Delegation and empowerment build future leaders.
- Long-term success comes from developing others, not just achieving results.
- To grow, focus on mentoring, coaching, and multiplying leadership.

Level 5: Pinnacle – Leadership by Respect & Legacy

Summary: At this level, people follow you because of who you are and what you represent. Your influence extends beyond your organization, creating a lasting legacy.

Key Takeaways:

- Leadership becomes about influence and legacy, not just position or results.
- Leaders at this level inspire generations of leaders.
- Their impact extends beyond their direct team to entire organizations or industries.
- To sustain this level, focus on continuous growth, mentoring, and leaving a meaningful legacy.

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For each team member, assess which level of leadership you believe you are currently at using the 5 Levels of Leadership framework by John C. Maxwell. Circle the appropriate level for each characteristic listed below. Reflect on your interactions and relationship with the team member to determine your current level of leadership.

Level 1: Position

- Positional Leadership Characteristics:
 - Relies on authority.
 - Focuses on tasks and directives.
 - Limited personal connection.
 - Provides guidance based on position power.
 - Interaction is task-oriented rather than relational.

Level 2: Permission

- Permission Leadership Characteristics:
 - Begins to build relationships.
 - Listens and communicates openly.
 - Seeks to understand team member's needs.
 - Creates a supportive environment.
 - Encourages collaboration and participation.

Level 3: Production

- Production Leadership Characteristics:
 - Emphasizes achievement and results.
 - Sets clear goals and expectations.
 - Provides feedback and recognition.
 - Develops team members' skills and capabilities.
 - Inspires commitment and motivation.

Level 4: People Development

- People Development Leadership Characteristics:
 - Invests in the personal growth of team members.
 - Mentors and coaches.
 - Delegates responsibilities and empowers.
 - Builds trust and loyalty.
 - Nurtures potential and fosters future leaders.

Level 5: Pinnacle

- Pinnacle Leadership Characteristics:
 - Models excellence and integrity.
 - Drives organizational culture.
 - Innovates and strategizes for long-term success.
 - Creates lasting impact beyond immediate team.
 - Empowers others to lead at all levels.
