THE "INNERVIEW"

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A worksheet inspired by chapter 4 of the book *Make It Matter* by Scott Mautz

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The Footprints of Legacy

The Footprints of Legacy are ways in which we tend to leave a legacy behind as human beings. The questions that follow are intended to raise your awareness of these manners and encourage you to practice them.

1) The daily little impressions we leave can leave a huge permanent impression. Especially when it comes to how we act on (or don't) our values and beliefs. What are your "non-negotiable" values and beliefs you strive to reinforce as part of who you are?

2) The knowledge we transfer to others is a major element of a legacy left behind. What are the most essential life lessons that you've learned and could pass on? What's the core body of expertise you've developed at work that you could teach others? Who might be your "target audience" to whom you could more intentionally pass all of this knowledge along to?

3) Forging relationships with those that matter to us will matter in the end. List 3 relationships, that you know in your heart of hearts, you should (and want to) invest in and strengthen, starting today:

4) We are all made up of stories. Stories are what people share about us when our time on the planet is done. Imagine you are the editor of your life's story. What do you want the narrative to be?

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The last way we leave a legacy is through the results from our work. The next section helps you cast a critical eye on the work you're doing – you can code it red (must stop), green (must continue) or gold (legacy worthy!)

Color-code Your Workplan

Red - Low value/Low-growth work:

5) What work am I doing that simply must stop? What work must I resist being added on to my workplan?

Green - Hi value/Hi-growth work:

6) Am I following the guidelines for a hi-value/hi-growth workplan?

Guidelines for a Hi-Value/Hi-Growth Workplan

a) Meets needs of the business (in line with key strategies, goals, and priorities)

b) Clear deliverables that are measureable and time bound

c) Ability to uniquely impact and be assigned credit for results

d) Builds core skills for the person

e) Stretches the person (capabilities fully utilized)

f) Leverages natural strengths and allows them to work on opportunities

g) Reflects tenure

h) Stands up to peers

i) Sets up person for next level

j) Serves the P.I.E. model (allows a chance to show Performance, enhance Image, get Exposure)

Gold - Legacy Worthy Work:

7) What projects are truly legacy-worthy?

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8) Do I need to craft a legacy worthy project (s) from the ground up?

9) Can I make elements of my workplan more inspiring and/or transformational?

If you don't feel you have legacy worthy projects, you can ask yourself the following questions for inspiration. Some choose to answer all the questions to maximize the odds of stimulating a spark, others just choose to focus on the 2-3 questions that most speak to them!

10) If I knew I couldn't fail, what would I try?

11) What would change the game in my business?

12) What am I deeply passionate about? What gives me energy?

13) What are my "Superpowers"? What can only I uniquely lead?

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15) What would competitors be afraid I was doing?

16) What could I put in place that would outlast me?

17) Who is someone I admire for the difference they've made and what could I emulate?

18) What deed needs doing?

Now it's time to boil your desired legacy (ies) down into one statement for each – and keep it in front of you every day!