



LEGACY DECISION FILTER

A 5-Minute Reflection Tool for Values-Based Leadership

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Purpose:

Leadership moments are legacy moments. This filter helps you pause, reflect, and align your next decision with the **values, trust, and impact** you want to be remembered for.

Use it before finalizing a high-stakes choice—or after a meeting where your gut says, “*Something didn’t sit right.*”

Step 1: What’s the Decision?

Briefly describe the decision or situation:

Step 2: Ask These 5 Legacy Questions

1. Who gains power or protection from this decision? Who loses it?

→ _____

2. If this decision became public, would I be proud of it?

→ _____

3. Does this decision align with my stated values—or just my current pressures?

→ _____

4. How will this affect trust among my team or stakeholders?

→ _____

5. Five years from now, how will people describe what I did today?

→ _____

Step 3: Action Check

☐ Did I seek input from people closest to the impact?

☐ Am I being clear, not just clever?

☐ Am I protecting people—or just protecting myself?

Step 4: If I Had to Do It Differently...

What one thing could I shift to lead with more **courage, clarity, or care**?

Final Reminder

“Your legacy isn’t built by what you say. It’s built by what you *decide*—especially when it’s hard.”

Lead forward.

Make the choice that earns your future self's respect.