

THE

LIFT *Index*

The Road to Real Significance: Leading What Lasts

Welcome to the Significance stage of the LIFT Index, where purpose moves beyond personal fulfillment and into enduring contribution. This stage builds directly on Shining. Your voice is clear. Your presence is aligned. Now the question becomes how what you have built continues to matter beyond you.

At Significance, leadership is no longer measured by visibility or momentum alone. It is measured by depth, stewardship, and what remains when you step back. You are thinking in longer arcs, systems instead of moments, people instead of platforms, continuity instead of output.

This stage invites you to lead with responsibility and restraint. Not doing more, but doing what matters most. Significance is about translating your lived wisdom into structures, relationships, and ways of working that can endure over time.

Significance does not ask you to be central. It asks you to be intentional. To place your energy where it creates lasting value and to trust that your impact can continue even when you are no longer at the center of the work.



#1: Define the Impact You Want to Leave Behind

Goal Clarify the deeper change you want your work and leadership to create over time.

This exercise is about legacy with integrity. At Significance, the focus shifts from what you are known for to what continues because of you. Defining your intended impact helps you lead with discernment and prevents your energy from being scattered across work that does not serve the long view.

Exercise Reflect on the work, relationships, or communities you have shaped so far. Identify the deeper outcome you hope people experience because of your leadership. Name the kind of change you want to see persist, even when you are no longer directly involved.

Reflection Questions

What do I want to be different because I was here?

Where have I already created impact that feels meaningful and sustainable?

What kind of contribution feels most aligned with who I am now?

My Transformational Impact

The change I want to help create over time is...

Prompt: If my work continued without me, what would I most want it to preserve or protect?



#2: Invest Where Your Influence Compounds

Goal Focus your time, energy, and resources where they create enduring value.

Significance requires selectivity. Not every opportunity deserves your involvement. This exercise helps you identify where your influence compounds through people, systems, or values rather than through constant effort.

Exercise List the areas where you currently invest time, energy, or leadership. Notice which investments create growth and resilience without your ongoing presence. Choose one area where a shift toward long-term support or structure would increase impact.

Where My Influence Lasts			
Area of Investment	How I Currently Contribute	What Continues Without Me	One Way to Strengthen Sustainability

Reflection Questions

Where does my involvement create dependence rather than capacity?

What would it look like to design for continuity instead of control?

Where might less involvement actually increase impact?



#3: Enable Others to Carry the Work Forward

Goal Extend your impact by empowering others to lead, decide, and create.

This stage moves fully into stewardship. Significance is realized when others are equipped to carry the work, values, or mission forward in their own way. Leadership becomes less about direction and more about trust.

Exercise Identify one person or group you could support in stepping into greater ownership. Consider what knowledge, access, or encouragement would help them lead independently. Choose one action that transfers insight, authority, or confidence rather than responsibility.

Passing the Torch			
Who I Am Supporting	What They Are Ready For	What I Can Share or Transfer	How I Will Step Back

Reflection Questions

Who am I preparing to succeed without me?

What am I holding that could be shared or released?

What space might open for me if I let go of holding this work, and what could I explore for what's next for me?



Next Steps...

You've reached a stage where your leadership has moved beyond effort and visibility into **enduring contribution**. Significance is a season of stewardship, where what you've built continues through people, systems, and values that no longer depend on your constant presence.

The exercises in this stage are meant to support discernment and intentional release. Growth here isn't about expansion for its own sake. It's about choosing where your energy truly belongs, investing in what lasts, and trusting others to carry the work forward in their own way. Some seasons will invite you to step back; others may call you into new forms of contribution. Both are expressions of wisdom, not withdrawal.

The LIFT Index helps you recognize when your role is to guide, when it's time to empower, and when space itself becomes generative. As you continue, notice where your influence compounds naturally and where you can loosen your grip without loss. Strengthen what sustains others, and allow yourself the freedom to explore what's next without urgency or obligation.

Significance is not an ending. It is a threshold. As you honor the impact you've made and create room for renewal, you open yourself to the next expression of purpose – one shaped not by effort alone, but by trust, meaning, and possibility.

Continue your journey at the Significance stage on elanoura.com/LIFT/significance with these additional resources:



Check off more tasks on Significance's to-do list and keep cementing your legacy.



Watch our founder Erika share her most powerful advice for women at the Significance level.



Explore additional resources and exercises to deepen your self-discovery and strengthen your next steps.

Have you joined our collective of women leaders?

Join the global Élanoura Collective and connect to fellow women founders and leaders from around the world who believe in making a difference with what we do. Sign up at elanoura.com/collective

CLOSING THOUGHTS

Your impact lives on through others.

Significance is the quiet culmination of years of effort, care, and commitment. It is the moment when the work you have poured yourself into begins to stand on its own, creating stability, opportunity, and meaning for others long after your direct involvement.

What you have built matters. The people you have guided, supported, and invested in carry your influence forward in ways you may never fully see. Because of your leadership, others are more capable, more confident, and better equipped to lead, create, and contribute in their own right.

Significance is not about being remembered by name. It is about knowing that your time, energy, and wisdom made a tangible difference in the lives of others. By designing for continuity, empowering others, and releasing the need to hold everything yourself, you allow your impact to deepen and expand.

You are not stepping back from impact. You are ensuring it lasts, and creating the space to imagine, explore, and step into what comes next for you.

