

The Legacy Audit

This is a tangible framework to audit your current workload and make strategic, guilt-free decisions about where to place your energy in a way that builds, not threatens your legacy.

	Low Career /Legacy Return (non-promotable, undervalued)	High Career /Legacy Return promotable, high-visibility, legacy-building)
High Emotional Energy Task (accelerates systemic weathering)	<p>Q1: The Extraction Zone</p> <p>Example: Unpaid EDI committees, the "Parentified/ Pastoral Role", organising department social events</p> <p>Strategic Divestment</p> <p>Tasks:</p> <ul style="list-style-type: none"> • Set hard boundaries • Practice the 24-hour pause before answering • Use scripts like, "I am currently at capacity with my core strategic deliverables and cannot give this committee the attention it deserves." 	<p>Q2: The Visibility Trap</p> <p>Example: Leading a high-stakes task force following a public PR crisis, highly visible but controversial policy reform</p> <p>Strategic Scaffolding</p> <p>Tasks:</p> <ul style="list-style-type: none"> • Do not decline, but do not accept blindly • Negotiate aggressively for infrastructure e.g. demand a budget, administrative support, a title change, or a reduction in teaching load before accepting the role
Low Emotional Energy Task (sustainable, within boundaries)	<p>Q3: The Admin Drain</p> <p>Example: Taking meeting minutes, coordinating schedules, managing generic inbox inquiries, routine data entry</p> <p>Strategic Delegation</p> <p>Tasks:</p> <ul style="list-style-type: none"> • Delegate, Deflect, automate, or share the load. • Stop volunteering • Implement a rotating schedule for minute-taking in meetings so the default doesn't automatically fall to you 	<p>Q4: The Legacy Zone</p> <p>Example: Funded research, compensated external consulting, strategic networking, writing your book</p> <p>Strategic Protection</p> <p>Tasks:</p> <ul style="list-style-type: none"> • Ring-fence this time • Treat appointments in this quadrant with the same unmovable respect you would give to a meeting with the Vice-Chancellor

What Next?

Systemic friction often creates an internal survival style that blocks our progression.

Take the 'Leadership Survival Style Quiz' to immediately diagnose how you are currently absorbing institutional stress, and unlock your Authentic Authority Archetype report.

[Unlock Your Leadership Survival Style](#)