

CRAIG GROESCHEL

LEADERSHIP PODCAST



127: Q&A with Lewis Howes — The Greatness Mindset

EPISODE NOTES

Thank you for joining the *Craig Groeschel Leadership Podcast*! In this episode, we'll hear from Lewis Howes—pro athlete, prolific podcaster, and New York Times bestselling author—about how success is never better than service. That's the *greatness mindset*.

Success Versus Service

For Lewis Howes, the early part of his life was consumed with chasing success. Success was the only way to prove his value and purpose. And because he focused fully on it, he *was successful*. But the cost was also shallow relationships, self-centeredness, and disillusionment.

As he began to study what “greatness” really is, he learned that *service to others* is a higher achievement than traditional success. There are two people we should work to prove ourselves to: our Creator and our future selves.

“It’s more difficult to be successful than it is to be average. It’s even more difficult to be great.” —*Lewis Howes*

Winning

When Lewis was 30, it finally clicked for him. The idea of “win-win.” It’s a common expression to so many, but with the total blinding focus he had on success and all the pain in his past, Lewis couldn’t grasp the concept until he started shifting his mindset.

Previously, Lewis was living life to “win at all costs”—regardless of family, relationships, or integrity. But, *that is a losing battle*. Lewis learned: no one wins unless we all win.

Craig adds, to really be great leaders, we don’t need to make ourselves seem better. We need to help others be better.

“One of the most challenging things I ever had to do was look myself in the mirror and say, ‘Who are you?’” —*Lewis Howes*

In his podcast, Lewis gets the opportunity to interview hundreds of guests—and one lesson stands out to him above all. Dr. Rahul Jandial, a brain surgeon and neuroscientist, said that the one thing people should learn in their lives is emotional regulation and navigation.

For leaders, it can often be difficult to share their emotions, admit failings, and be vulnerable. But, getting help isn't a sign of weakness; it's a sign of wisdom.

Bringing in a "coach"—teacher, counselor, pastor, therapist, or mentor—is always wise as you grow and heal.

Asking Great Questions

With more than 1,400 interviews under his belt, Lewis has become a pro at asking questions—especially questions that help reveal the humanity of the guest. The key is to start with gratefulness. A go-to question that helps guests open up is "What are two or three things you're most grateful for." This question opens the heart for meaningful conversation, and it's great tool to use in any relationship (e.g.: 1-1s at work, hiring interviews, and checking in with family.)

Another great tool is the question, "How did you overcome this challenge?"

As Lewis grew, he allowed his curiosity and lack of business skills to drive good questions. The more questions you ask, the more you learn—but the more relationship you build, too. Lewis said, "I didn't try to become something I wasn't; I tried to lean in to the things I was good at."

The person who is most interested in others often becomes the most interesting.

The Greatness Mindset vs. Powerless Mindset

Characteristics of a *powerless mindset*:

- Lacks a meaningful mission
- Controlled by fear
- Crippled by self-doubt
- Conceals past pain
- Is defined by the opinions of others
- Drifts toward complacency

Characteristics of a *greatness mindset*:

- Driven by a meaningful mission
- Turns fears into confidence
- Overcomes self-doubt
- Heals past pains
- Creates a healthy identity
- Creates a gameplan

We should be a positive coach, not a negative critic to ourselves.

Remember, failure is feedback. Instead of beating yourself up about a failure, learn from it.

Find the graphic for this concept on page 201 of Lewis' book, *The Greatness Mindset*.

DISCUSSION QUESTIONS

Here are exercises you can do to grow as a leader—ask yourself and your team these questions:

1. When you read through the “powerless mindset” characteristics, do you identify with any of them? Who can you talk with to process ways to grow out of that powerlessness?

2. How might asking deep, sincere questions help your relationships at work or at home?

3. How would you define success? Does your definition center on you more or others?

THE POWER TO CHANGE

If you're like most leaders, there is something about your life you want to change, but you're having a difficult time changing it. Every year you may experience the same frustrating cycle of trying to change but not actually changing.

I believe you have the power to change your habits and your life for good. Hope doesn't change your life, habits change your life. That's why I wrote [*The Power to Change: Mastering the Habits That Matter Most*](#).

You can get your copy here: <https://go2.lc/LGPower2Change>

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- Related Resources:
 - *The Greatness Mindset* book: <https://go2.lc/lewishowes-greatness>
 - Learn more about Lewis: <https://greatness.com/>
 - Listen to the episode Lewis mentioned with Dr. Rahul Jandial: <https://lewishowes.com/podcast/brain-surgeon-reveals-how-to-heal-your-mind-body-dr-rahul-jandial/>
 - Craig Groeschel's *Winning the War in Your Mind*: <https://www.amazon.com/dp/0310362725?tag=cg0811-20>
 - Listen to the Leadership Podcast episode with Vanessa Van Edwards for more on asking great questions: <https://go2.lc/CGLP-VVE>

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