

DON'T BURN OUT, BURN BRIGHT

A LEADER'S REFLECTION GUIDE

Use this guide to help you dig deep into *Don't Burn Out, Burn Bright* so you can engage in meaningful reflections. Your time and effort will promote self-awareness on your personal journey toward igniting a spark within you and shining brightly.



CHAPTER 1

1. Are you experiencing signs of leadership exhaustion, such as feeling discouraged, lacking energy, or experiencing brain fog?
2. On a scale from 1 to 10, where would you rate your current level of energy and health in your leadership role?
3. Have you been caught up in the hustle culture, constantly striving for more and feeling the pressure to always be “on”?
4. Do you need to put on a fake smile and hide signs of vulnerability or struggle in your leadership role?
5. Have you admitted and accepted your current reality regarding your health and well-being as a leader?
6. Do you have a circle of trusted people who can support you in your journey toward health and provide different perspectives and guidance?
7. Have you identified any symptoms or behaviors contributing to your exhaustion or burnout, such as perfectionism, a constant need for approval, or a lack of values?
8. Are any specific wounds or unresolved issues impacting your ability to lead healthily?
9. Have you permitted yourself to prioritize your health and well-being as a leader and make the necessary changes to move toward burning bright healthily?
10. Can you reconnect with the original vision and passion that attracted you to leadership in the first place and reimagine what it would look like to be the healthiest version of yourself as a leader?



CHAPTER 2

1. How does the pursuit of perfectionism hinder your effectiveness as a leader?
2. In what ways do you place unrealistic expectations on yourself to be a perfect leader?
3. How does the concept of holiness differ from perfectionism in your understanding?
4. What are the benefits of embracing imperfection in your leadership role?
5. How does the imperfection of your work and working with people impact your ability to lead effectively?
6. Are you splitting your focus too much by trying to do everything and do it all well? How can you narrow your focus and increase your leadership capacity?
7. How do you currently measure success and excellence in your leadership role? Are there any superficial goals that don't align with the mission?
8. Do you appreciate and value the strengths of the individuals on your team, even if they are imperfect? How can you better leverage their unique abilities?
9. Are you creating a safe environment for your team members to embrace their imperfections and contribute to the organization's overall goals?
10. How can you shift your mindset from striving for perfection to focusing on constant improvement? What steps can you take to celebrate progress and encourage growth in your team?



CHAPTER 3

1. Who are the people you surround yourself with? Do they provide genuine support and constructive criticism or simply praise you without challenging you?
2. Are you open to receiving feedback and challenging truths from trusted friends? How do you react when someone offers a different perspective or points out your blind spots?
3. Do you have a healthy balance in your relationships regarding support and constructive criticism? How can you ensure that you surround yourself with people who uplift you while also holding you accountable?
4. How do you approach comparison with others? Do you see it as a competition, or do you view it from a perspective of teamwork and collaboration?
5. Do you feel threatened or inadequate when seeing others succeed or possess qualities you admire? How can you shift your mindset to celebrate their achievements and learn from their strengths?
6. Are you accurately assessing yourself and recognizing your unique leadership contributions? Or do you focus more on your shortcomings and insecurities?
7. Do you extend the same compassion and grace to yourself as you would to a friend? How can you practice self-compassion and speak to yourself with kindness and encouragement?
8. Do you embrace the tension of being both the leader you need to be and the leader you are becoming? How can you cultivate a growth mindset and continuously strive for improvement while appreciating your current capabilities?
9. Are you effectively empowering your team and leveraging their strengths to fulfill the mission? How can you shift from individualistic thinking to a collective, covenantal approach to leadership?
10. How can you integrate personal responsibility and relying on your team and God? What steps can you take to lead a life worthy of your calling and foster humility, gentleness, and patience with your team members?



CHAPTER 4

1. How much control do you tend to exert over your team and their work?
2. Do you find it challenging to release control and trust others to take on more responsibility? If so, why?
3. How much of your time is spent on tasks versus leading and empowering others?
What adjustments can you make to shift the balance?
4. Are you managing momentum or trying to manufacture it yourself?
How can you empower your team to create momentum and progress?
5. Do you have team members who have settled into being pushed instead of taking the initiative?
How can you motivate and inspire them to contribute discretionary effort?
6. Are you maximizing the potential of each team member by ensuring they are in the right role?
How can you help them thrive?
7. What steps can you take to transition from a doer to a leader?
How can you shift your mindset and focus on empowering others?
8. Do you have the right people in the right roles? Are there team members who may be better suited for different positions or responsibilities?
9. How comfortable are you with removing, repositioning, or demoting team members who are not the right fit? What factors should you consider when making such decisions?
10. Can you envision a future where you have released control, your team is thriving, and you can focus on guiding, supporting, and developing your team members? What steps can you take to make this vision a reality?



CHAPTER 5

1. How do you understand and define humility in leadership?
2. In what ways have you seen leaders struggle with humility?
3. Have you become so focused on the organization's goals that you neglect the well-being and development of the individuals within your team?
4. Do you genuinely know the dreams and aspirations of your team members?
How can you encourage them to share their dreams with you?
5. Are you actively supporting and helping your team members achieve their dreams?
What steps can you take to contribute to their personal growth and development?
6. Do you have a grace-filled attitude of gratitude toward your team members?
Are you appreciating their contributions without expecting them to owe you anything in return?
7. How can you make your team members look good and acknowledge their achievements?
How can you shift the focus from impressing others to being genuinely impressed by your team members' abilities and accomplishments?
8. Are you providing opportunities for growth and utilizing the talents and aptitudes of your team members within the organization?
9. Do you value and learn from everyone you interact with, regardless of their position or status?
How can you cultivate a genuine interest in others and recognize their inherent value?
10. How can you embody the attitude of humility and service in your leadership, following the example of Jesus?
What actions can you take to prioritize the interests of others and humbly serve those around you?



CHAPTER 6

1. How often do you compromise your values in favor of external pressures or short-term gains?
2. What are some priorities you have allowed to become out of order in your life?
How have they affected your leadership?
3. Do you derive your value solely from your professional role? How can you separate your identity from your job and maintain a healthy balance?
4. Which priorities from the list of bad priorities do you resonate with the most? How have they influenced your decision-making?
5. How well do your calendar, budget, emails, meetings, books, and relationships reflect the priorities and values you want to establish?
6. Have you taken the time to identify and understand your true values? How can you align your actions with those values to ensure you do the right thing?
7. Do you rely on workarounds to solve immediate problems? How do these workarounds align with your long-term goals and the kind of leader you want to be?
8. How can you differentiate between beneficial workarounds and those that compromise your values or lead to isolation and future problems?
9. Have you allowed sunk costs, whether financial investments or emotional attachments, to influence your decision-making? How can you let go of the past and move forward, aligning with your values?
10. Are you willing to make difficult decisions and press forward toward the prize, even if it means letting go of systems or ministries that no longer serve your leadership's greater purpose and values?



CHAPTER 7

What physical or emotional entanglements do you currently have that may hinder your ability to function at your fullest potential?

1. Are there any addictions, whether overt or secretive, impacting your leadership and preventing you from experiencing true rest?
2. How do you recharge your emotional energy? Are there any entanglements that are impeding your ability to rest?
3. What are the default activities or behaviors you engage in when you have downtime or feel stressed? Are they truly restful, or do they leave you feeling exhausted?
4. Are there any work-related behaviors or obsessions that consume your mental space and prevent you from resting?
5. How do you distinguish between hobbies and entanglements? Are your hobbies balanced and scheduled, or do they become entanglements that drain your energy?
6. Do you find it challenging to enter into Sabbath rest when surrounded by demands that don't honor the Sabbath? How can you incorporate active rest into your daily routine?
7. What activities or practices grab your attention and give you space to think and pray? How can you integrate these activities into your life to promote rest and clarity?
8. How can intentionally budgeting your downtime help you overcome entanglements and ensure that your moments of rest are truly restful?
9. Are you willing to intentionally separate yourself from the busyness and create space for rest, even if it may initially feel like you'll get less done?



CHAPTER 8

1. Who are the primary individuals speaking into your life regularly, and how do their words contribute to your well-being and growth?
2. Do you clearly understand the three categories of people in your life: those you get from, those you sit with, and those you give to? How well do you manage the boundaries with each category?
3. In what situations do you lack boundaries, and how does it impact your leadership and personal life?
4. Are you able to say no without feeling guilty or irritable? How can you improve your ability to establish and communicate boundaries effectively?
5. Do you value your downtime and prioritize it as a valid use of your time? How can you ensure you have enough time for rest and self-care?
6. How do you handle it when people become upset or mad due to the boundaries you set? Can you maintain focus on the benefits of boundaries despite potential challenges?
7. Have you had open and honest conversations with your superiors or leaders about the need for boundaries and your well-being? If not, how can you initiate such a conversation?
8. Do you have a clear understanding of the expectations and boundaries set by your superiors? How can you ensure alignment and clarity in this regard?
9. If you find yourself in a situation where setting boundaries is challenging or restricted, how can you adapt and create boundaries where possible to protect your energy and well-being?
10. How can you ensure that your leadership approach includes periods of concentrated energy and recovery, allowing yourself and your team to avoid burnout and sustain high capacity over the long term?



CHAPTER 9

1. How do you define peace in your leadership role? Is it more about external circumstances or your mental and emotional state?
2. How has the overabundance of information impacted your sense of peace and well-being as a leader?
3. In what ways do you feel pressured to consume and create excessive amounts of information in your leadership position?
4. What role does knowledge play in your decision-making process? Are there instances where too much knowledge has led to decision paralysis?
5. Have you ever felt anxious or inadequate because you have yet to keep up with the latest trends or famous figures in your field? How does this impact your sense of peace?
6. How can you choose information more carefully to promote peace and avoid overwhelm? What criteria can you use to evaluate the information you consume?
7. Can you act on the information you acquire within a reasonable time frame? How can you avoid feeling overwhelmed by an excess of information?
8. Does the information you consume align with the qualities mentioned in Philippians 4:8? How can you ensure that the information you engage with is true, noble, right, pure, lovely, admirable, excellent, or praiseworthy?
9. How do you distinguish between information that encourages you to act and information that makes you want to give up? Are there specific sources or types of information that tend to discourage you?
10. Do you often conform to groupthink, or do you actively seek out diverse perspectives and alternative sources of knowledge? How can you challenge yourself to think differently and avoid being influenced solely by popular opinions?



CHAPTER 10

1. Have you experienced past hurts that may influence your leadership decisions and interactions with others?
2. How do you typically respond to situations that trigger past hurts? Do you react from a place of hurt or do what needs to be done now?
3. Are you aware of any sensitivities you have developed due to past wounds?
How do these sensitivities affect your leadership effectiveness?
4. Do you tend to make assumptions about people's motives or actions due to communication gaps?
How can you improve your communication to avoid misunderstandings and assumptions?
5. How can you approach conversations with humility when addressing potential sensitivities or misunderstandings with others?
6. Are you able to forgive others for the wrongs they have done, even if they cannot undo the damage or apologize?
7. How can you reframe past offenses and hurts to find healing and move forward in forgiveness?
8. Have you acknowledged and named the wrongs that caused you pain? Are you willing to choose forgiveness despite the lingering hurt?
9. Do you discount the positive experiences or lessons learned from past relationships or seasons of hurt?
How can you recognize and appreciate the good in those situations?
10. Are you willing to move forward in forgiveness, even when the feelings of hurt resurface? How can you invite the Holy Spirit to bring healing and wholeness into the areas that have been wounded?



CHAPTER 11

1. How do you prioritize and allocate time to deepen your relationship with God?
2. Have you noticed any areas where you have compromised integrity or right living?
How can you address and rectify those areas?
3. Do you view your time reading Scripture and engaging with fellow believers as job-related tasks, or do you approach them as opportunities for personal growth and transformation? Why?
4. Can you incorporate any specific practices or disciplines into your routine to ensure that your time devoted to God is focused on advancing your relationship with him rather than merely gathering content for your role?
5. Have you experienced moments when the depth of your walk with God was revealed, either positively or negatively, during challenging times or crises? Reflect on those experiences and their impact on your faith.
6. How can you guard against the temptation to prioritize work-related tasks over personal spiritual growth?
How can you create boundaries and set aside dedicated time for deepening your relationship with God?
7. How would you describe the current state of your relationship with God? Are you satisfied with the depth of that relationship, or do you need further growth? Why?
8. Are there any specific areas in your life where you feel God is calling you to stretch your faith? How can you respond to that call and actively pursue growth in those areas?
9. How can you integrate the pursuit of spiritual depth into your daily or weekly routine, ensuring that it becomes a consistent and intentional part of your leadership journey?
10. Reflect on this statement: "When you walk closely in stride with Jesus, you fulfill your life's purpose." How does this resonate with you, and what steps can you take to align your life more closely with Jesus?



CHAPTER 12

1. Are you fully committed to consistently practicing healthy, high-capacity leadership?
2. Have you identified any relationship patterns, habits, or thought processes hindering your leadership growth? How can you break those patterns?
3. Can you disrupt patterns that resist change within your team or organization? How can you humbly communicate the need for change and seek help from others?
4. Can you envision your leadership in a healthy and thriving state a year from now? What steps can you take to overcome the obstacles standing in the way of that vision?
5. Have you recognized the importance of discipline, integrity, and accountability in breaking destructive patterns and maintaining healthy growth as a leader?
6. How can you establish a workout routine or systematic evaluation to address the areas where you need to grow and break patterns?
7. Are you maintaining integrity consistently in all areas of your life, even when no one is watching? What entanglements or distractions must you eliminate to support your leadership growth?
8. Do you have trusted individuals who can provide genuine accountability and help you process your thoughts and challenges? How can you foster these relationships and seek their support?
9. Do you understand the importance of steady rhythms and periodic growth spurts in your leadership journey? How can you structure your life to maintain healthy discipline while embracing growth opportunities?
10. Are you willing to stretch yourself and step into situations that require radical trust in God? How can you seek growth and actively participate in God's work in your leadership and ministry?



ABOUT THE AUTHORS:



JASON YOUNG is a keynote speaker, coach, and consultant who helps churches and businesses thrive by guiding people to understand themselves, each other, and their work culture. Jason has an earned doctoral degree in the field of hospitality and is working toward a PhD in leadership trauma. Learn more at CatchFire.com.



JONATHAN MALM helps churches through his projects, SundaySocial.tv and ChurchStageDesignIdeas.com, and consults with organizations on guest services and creative expression.

READ MORE FROM JASON AND JONATHAN:

