

# DON'T BURN OUT, BURN BRIGHT

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## TEAM DISCUSSION GUIDE

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### A Note to Team Leaders:

Use this guide with your team to help them talk through the chapters of *Don't Burn Out, Burn Bright*. We encourage you to make these discussions a safe space where people aren't penalized for their honest answers.



# CHAPTER 1

1. The chapter mentions various dysfunctions that can contribute to leadership exhaustion, such as addiction to motion, fear of failure, and laziness. Which of these resonates with you most, and how does it impact your leadership?
2. Discuss the concept of hustle culture and its impact on burnout. Have you experienced the pressure to work hard and achieve more in your leadership role?
3. How does hustle culture infiltrate ministry and affect leaders in the church? Can you share any examples or observations of this phenomenon?
4. The chapter emphasizes the importance of evaluating one's health and acknowledging reality. Where would you rate your leadership health on a scale from 1 to 10? What factors contribute to your rating?
5. The authors suggest creating a circle of trusted people to help move forward toward health. Which types of people from the provided list do you currently have in your life? Are there any types of people that you feel you are missing and would benefit from having?
6. The chapter highlights ten key factors that can lead to exhaustion in leadership, including perfectionism, addictions, complicated relationships, and spiritual shallowness. Which factors resonate with you, and how do they manifest in your leadership role?
7. The chapter mentions reimagining what it would look like to be the healthiest version of yourself as a leader. Can you share your original vision of leadership and how it has evolved? What aspects of your original vision would you like to reclaim and focus on moving forward?



# CHAPTER 2

1. Why do high-capacity leaders in ministry often strive for perfection despite knowing it's impossible? How does this affect their ability to lead effectively?
2. The chapter mentions an "80 percent rule" and the minimum viable product (MVP) concept. How can these ideas be applied to ministry and leadership?
3. How can imperfect leaders be more effective and relatable to those they lead? Why are people often more attracted to imperfect leaders than those who seem to have it all together?
4. How can leaders create a culture that embraces imperfection and allows room for mistakes?
5. The chapter emphasizes appreciating your team's contributions and focusing on the core goal. How can leaders shift their focus from what they lack to what they already have regarding their team's strengths and contributions?
6. Share examples of stories or movies that portray misfit teams coming together to accomplish great things. How can leaders foster a sense of safety and empowerment within their teams, even with imperfect individuals?
7. What is the difference between striving for perfection and striving for constant improvement? How can leaders create a culture of improvement within their ministries or organizations?



# CHAPTER 3

1. How does surrounding yourself with the right people impact your leadership and self-perception? Share an example from your own experience.
2. Reflect on the danger of surrounding yourself only with flatterers or only with critics. How can you find a healthy balance?
3. How can you distinguish between helpful critique and destructive criticism?
4. How does healthy comparison differ from competitive comparison? How can teamwork and collaboration foster healthy comparison among leaders?
5. Share a story or example of a leader who felt inadequate but accomplished great things. How can we apply their experience to our leadership journeys?
6. Reflect on Ephesians 4:1-2 and 1 Thessalonians 4:11-12. How do these passages guide us in understanding our roles as leaders and the importance of working together as a team?



# CHAPTER 4

1. Have you ever experienced the tendency to control everything in a leadership position?  
How did it affect your team and yourself?
2. Do you agree with the theory presented in the chapter that leaders have a natural limit to what they can control?  
Why or why not?
3. How can releasing control and empowering others contribute to the growth and development of a team or organization?
4. Reflect on the signs that indicate a leader is controlling in their approach.  
Can you relate to any of the examples given in the chapter?
5. Discuss the idea of demoting someone in a leadership context. Is it a viable option? Why or why not?
6. Reflect on the benefits and challenges of releasing control as a leader. What would be the most significant shift or adjustment if you were to release more control in your current role?



# CHAPTER 5

1. According to the chapter, what are the dangers of narcissism in leadership?  
How does it lead to burnout and moral failures?
2. What does it mean to you to revolve yourself around others instead of having them revolve around you?  
How can leaders apply this principle in their roles?
3. How does investing in the dreams of others benefit the leader?  
How does the principle of sowing and reaping apply in this context?
4. What role does gratitude play in leadership? How does grace-filled gratitude contribute to humility and healthy leadership?
5. How can leaders make their team members look good?  
Why is it important to celebrate and acknowledge their accomplishments?
6. How can leaders develop the ability to find others genuinely interesting?  
What mindset shift is necessary to see value in everyone?
7. How does adopting a mindset of humility and service benefit leaders in the long run?  
How does it impact their relationship with God and others?



# CHAPTER 6

1. What factors cause us to lose focus on what truly matters and prioritize the wrong things?
2. Why is it important for leaders to differentiate between their profession and their identity?
3. What are some examples of good priorities mentioned in the chapter, and how can they bring peace and fulfillment?
4. Why is it challenging to get our priorities in order, and what can we do to align them with God's plan?
5. How can a focus on sunk costs hinder our ability to prioritize correctly? What steps can we take to let go of the past and move forward?
6. Reflecting on the chapter, what changes can you make in your priorities and values to live a more fulfilling and purposeful life?



# CHAPTER 7

1. How do you define the difference between entanglements and hobbies?  
Can you give examples from your own life?
2. The chapter mentions the importance of proper rest and the Sabbath day of rest.  
How do you prioritize rest, and what challenges do you face in finding time for rest?
3. How do you recharge your emotional energy? What activities or practices help you feel reinvigorated and ready to take on challenges?
4. The chapter suggests that intentional separation from busyness is crucial for finding rest. How do you intentionally separate yourself from work and create space for rest daily?
5. What activities or hobbies do you engage in that truly refuel and energize you? How do you ensure that they don't become entanglements or distractions?
6. How can you incorporate intentional rest breaks throughout your day, even amidst busy schedules and demands? Share practical strategies or ideas that you can implement.





# CHAPTER 8

1. Why is it important to understand and set appropriate boundaries while fulfilling the mandate to love others?
2. Do you agree that boundaries can refine our love for others rather than limit it? Why or why not?
3. The chapter presents three categories of people in our lives: those we get from, sit with, and give to. How can setting boundaries with each of these categories improve our relationships and overall well-being?
4. What does viewing a boundary as a gate rather than a wall mean? How does this perspective influence the way we establish and maintain boundaries?
5. The chapter suggests guidelines for setting boundaries successfully, such as being explicit, approaching boundaries from a place of humility, and offering alternatives. How can these guidelines contribute to healthier boundaries?
6. When setting boundaries seems impossible due to external factors, what strategies can we employ to preserve our well-being and prioritize our values?



# CHAPTER 9

1. Why does our culture value information so much? How does this affect our sense of peace?
2. Do you agree with the authors' assertion that too much information is the source of our lack of peace? Why or why not?
3. In the chapter, the authors suggest that overemphasizing reading can cause a lack of peace. What is your opinion on this statement?
4. How do the five questions for choosing the right information to consume resonate with you? Do you find them helpful in navigating the over-information age?
5. The chapter discusses the importance of making space for God's voice by reducing the amount of information we consume. How do you currently create space for God's voice in your life?
6. What steps can you take to balance staying informed and avoiding information overload in your personal and professional life?



# CHAPTER 10

1. Do you agree that church environments can be more prone to hurts and sensitivities? Why or why not?
2. What are some common thought patterns or phrases that indicate the presence of sensitivities in our lives?
3. How do sensitivities affect our leadership and decision-making abilities?  
Can you provide any personal examples?
4. How does choosing to forgive contribute to healthy, high-capacity leadership?
5. The chapter emphasizes the importance of communication and humility in addressing sensitivities.  
Can you share any strategies or techniques that can help foster open and honest communication in challenging situations?
6. Have you ever discounted the good that came from a season of hurt or a broken relationship?  
How can we recognize and appreciate the positive aspects even when the experience was painful?
7. How can we learn to focus on the “melody” or theme of our lives rather than allowing moments of dissonance to define us? What practical steps can we take to dwell on the positive and advance in healthy leadership?



# CHAPTER 11

1. How would you define spiritual depth?
2. The authors mention that people don't notice whether we've spent time with God or if we are living holy lives. Do you agree with this statement? Why or why not?
3. The chapter highlights the danger of reading Scripture and being involved in the Christian community solely for content creation or job-related responsibilities. How can one maintain a genuine relationship with God in the midst of ministry responsibilities?
4. How can leaders balance the demands of ministry with the need for personal time with God? Share any strategies or practices that have worked for you.
5. Reflecting on your journey, what role has Scripture played in deepening your relationship with God? How has it impacted your leadership?
6. In your opinion, what does it mean to walk closely in stride with Jesus? How does this fulfillment of purpose impact a leader's effectiveness and longevity?



# CHAPTER 12

1. What do the authors mean by “continual resets” when it comes to maintaining energy and avoiding burnout in leadership?
2. In the chapter, the authors encourage disrupting patterns in relationships or cycles. How can disrupting one part of a pattern lead to a different result? Can you think of any examples?
3. The authors mention the need for steady rhythms and intermittent seasons of growth. How can you balance maintaining steady discipline and embracing periods of intense growth?
4. The chapter suggests stretching oneself and taking faith-stretching leaps to maintain health and high-capacity leadership. Can you share a situation in your leadership journey where you took a leap of faith? What were the outcomes?
5. Reflecting on the chapter, what patterns or cycles do you recognize in your leadership that need to be broken? How do you plan to address them?
6. The chapter emphasizes the need for accountability and having trustworthy individuals in our lives who can help us navigate challenges. Do you have someone you can trust for accountability in your leadership journey? If not, how can you find or establish such a relationship?



# 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](http://CatchFire.com).

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**JONATHAN MALM** helps churches through his projects, [SundaySocial.tv](http://SundaySocial.tv) and [ChurchStageDesignIdeas.com](http://ChurchStageDesignIdeas.com), and consults with organizations on guest services and creative expression.

## READ MORE FROM JASON AND JONATHAN:

