

***"All people should strive to learn before they die, what they are running from, and to, and why."***

— JAMES THURBER

**1 | Leaders create healthy cultures when they are self-aware and also group-aware.**

- What do you do to become more self-aware as a leader?
- What might you do to be more group-aware?

**2 | Anxiety is contagious, which is why it shows up in groups as well as individuals.**

- Who do you work with that tends to raise the anxiety of the group?
- What's the difference between people being anxious and people being uncomfortable?

**3 | Leadership is usually intuitive because most situations are fluid and dynamic.**

- How comfortable are you with not having the answers and not knowing what to do?
- How does the need to control affect your capacity to lead well?
- "One way a leader grows is to lead something." Do you agree or disagree with this statement?

**4 | Leadership is about managing anxiety under the surface: yours and theirs.**

- Do you agree that burnout has less to do with workload and more to do with leadership anxiety?
- When do you pay attention to not just what people are saying but how people are relating?
- How would you lead differently if you listened to learn rather than listened to defend?
- How would you lead differently if you filled yourself first and then served out of the overflow?

**5 | Creating an emotionally healthy culture for people can help their spiritual growth.**

- How do you create a culture where no one has to pretend anymore or blame others?
- How might you create a culture that's free of shame and reduces people's defensiveness?
- What would safe space look like in your organization?

**6 | Anxiety blocks our awareness of God because it takes our subconscious attention.**

- "What you focus on determines what you miss." Do you find that statement to be true?
- In what ways does increased self-awareness help you be more present to others?

**7 | "It ain't what you don't know that gets you into trouble. It's what you know for sure that just ain't so."**

- What self-limiting beliefs do you need to let go of?
- What assumptions do you or your church hold that need to be revisited?

**8 | The story we tell ourselves infects reality and shapes what actually is.**

- In what ways do you need to reframe the story you tell yourself?
- How does the story you tell yourself lead to exhaustion?

**9 | If you don't put it on the calendar, it won't happen.**

- What items would you add to your calendar for your own self-care?
- What items would you add to your calendar related to deep thinking and creative work?

**10 | Leaders have to reinvent their practices and approaches constantly.**

- What would happen if you led more from your gifts rather than your position?
- How would you respond to "Why do people follow me?"
- If people learn more by doing it and reflecting, how does that change how you equip disciples/leaders?

