



THE PRACTICES OF A HEALTHY LEADER

Episode One: The Invisible Engine of Your Leadership

EPISODE SUMMARY

Leadership is rarely exhausting because of the work itself. More often, it's exhausting because of what we're asking our work to do for us. When our identity becomes attached to outcomes, every success becomes validation and every setback becomes a threat. In this episode, Brad and Rick introduce the foundational shift that will shape the entire series: learning to lead from our identity in Christ instead of for our identity. Healthy leadership begins by noticing the invisible engine driving our reactions, naming the fears beneath them, and returning to the Father's declaration that we are already His beloved sons and daughters.

REFLECTION

When leadership feels especially heavy, where does your mind usually go first?

(Do you begin replaying conversations, questioning your competence, imagining worst-case scenarios, or trying to fix everything immediately?)

Which leadership outcome currently has the greatest power over your emotional well-being? *(Attendance or growth, Team performance, People's approval, Financial results, Being viewed as competent, Conflict avoidance, Something else)*

Why does that outcome carry so much weight?

Rick describes leadership drifting from stewardship into survival. What changes in your leadership when you begin trying to prove yourself instead of simply stewarding what God has entrusted to you?

Brad shares how he discovered that much of his criticism actually came from his own internal voice. What is your internal critic usually saying?

Jesus heard, "This is my beloved Son," before He did any public ministry. If you genuinely believed your identity was already settled, how might your leadership look different this week?



THE PRACTICE GUIDE

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THE DAILY LEADERSHIP RESET

Transformation rarely happens through one dramatic breakthrough. It is usually formed through small, repeated practices that retrain our hearts over time. This week, spend five to ten minutes at the end of each workday reflecting on these four questions. Don't try to fix yourself. Simply begin noticing what is happening beneath the surface.

DIAGNOSIS

Where did I become reactive today? What situation stirred anxiety, frustration, defensiveness, or urgency?

What fear was underneath that reaction? What story was I believing? What did I fear this situation said about me?

What truth about my identity did I forget? What has the Father already declared to be true about me? How does that truth challenge the story I was believing?

What would trust look like tomorrow? Not perfection. Just one small step of deeper trust.

END-OF-WEEK REFLECTION

At the end of the week, review your journal. Ask yourself:

- What patterns kept appearing?
- What situations consistently triggered fear?
- What identity did I keep trying to earn?
- Where did I experience greater freedom as I returned to the Father's love?

Remember Rick's encouragement: **don't aim for instant transformation. Aim for faithful practice. Healthy leadership isn't built in a day. It grows through small, consistent movements toward truth.**