



THE PRACTICES OF A HEALTHY LEADER

Episode Eight: Leading from Your Poiēma

EPISODE SUMMARY

Throughout this season, Brad and Rick have examined several leadership struggles that appear different on the surface: criticism, people-pleasing, over-functioning, performance metrics, image management, and avoiding hard decisions.

Underneath them is a common question: **Where will I find the security I need to lead?**

When leadership becomes a way of answering that question, we begin leading for identity. Results, approval, competence, influence, or usefulness become ways of proving that we are okay.

Ephesians 2 offers a different order. Before there are good works to accomplish, there is grace to receive. We are God's poiēma, his workmanship, created in Christ Jesus for good works. The good works matter, but they flow from something already established. We do not construct ourselves through leadership. We steward what God has already made and entrusted.

Rick's own leadership journey illustrates that this isn't a leadership technique to master. It is a redemptive journey of discovering again and again that God does not merely want what we can produce. He wants us.

REFLECTION

Looking back across this season, which leadership pattern most exposed something in you? Criticism? People-pleasing? Over-functioning? Metrics? Image management? Avoiding difficult decisions?

What has leadership been tempted to prove about you? Complete the sentence: *If I can _____, then I'll know I'm okay.*

Rick describes reaching a point where, after all his striving and leadership effort, he sensed God saying, "I want you." What would it mean for you to receive that invitation apart from what you accomplish?

Your personality, strengths, gifts, and competencies offer clues about your Poiēma, but they do not define it. What gifts and capacities has God entrusted to you that you can enjoy stewarding without needing them to establish your worth?



THE PRACTICE GUIDE

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NOTICE THE DRIFT AND RETURN

You do not graduate from leading from your Poiēma. Leadership has a way of quietly pulling us back toward old patterns. The goal isn't to reach a place where criticism never hurts, outcomes never matter, or insecurity never surfaces. The goal is learning to notice the drift earlier and return sooner.

At the end of each week, take a few minutes and walk back through three movements:

Secure — Where did I look for security this week?

Where did approval, performance, competence, outcomes, or control begin telling me whether I was okay?

Return to the truth of Ephesians 2:8–9. Your identity is received by grace, not accomplished through performance.

Free — Where did I experience the freedom to be who God made me to be?

Where did you lead without needing to impress, control, rescue, please, or prove yourself? Where did you feel pressure to become something you aren't?

Remember: I am His workmanship.

Grounded — What has actually been entrusted to me?

What good work is yours to faithfully steward right now? What outcome are you trying to control that isn't actually yours?

Then return to the simple reordering at the heart of this entire season:

I am not building myself through leadership. I am leading from someone I already am in Christ.

Remember: You will drift from that place. Every leader does. The secret is in returning to what is true: The Father says: **"You are Mine."**

Now go lead.