LEADERSHIP DRIP

Season 1, Episode 6 Leader Guide

How's Your Heart Rate?

The Importance of Rest Along the Journey

Welcome to Leadership Drip! ***Every leader wants to reach the mountaintop… but what happens if you burn out on the climb?***

In this episode of Leadership Drip, Pastors Ashley and Charles discuss why the most effective leaders don't just push harder—they learn when to pause. Just like long-distance runners monitor their heart rate and pace to sustain the journey, leaders must learn how to build intentional rhythms of rest into their leadership. Without rest stops, even the most passionate leaders can find themselves burned out and exhausted. Discover how rhythms of rest protect your soul and sustain your leadership for the long haul.

EPISODE NOTES

Why Rest Matters for Leaders

Throughout this season, we've invited leaders on a journey—climbing the metaphorical mountain of leadership. Along the way, we've explored how to lead teams with vision, evaluate where we are, track progress, engage our teams, and cultivate healthy culture. But there's one critical element that often gets overlooked on the journey: rest.

In today's culture, it is easy to fall into an "all-or-nothing" mindset. When leaders feel overwhelmed, the instinct is often to either push harder or completely pull back.

Healthy leadership is not just about reaching the mountaintop. Reaching the mountaintop should never come at the expense of our souls.

Healthy leadership thrives on healthy rhythms.

Rest Begins Within the Leader

We are triune beings (3 in 1, made in God's image) — body, soul, and spirit.

True rest involves all 3 areas of our lives:

1. **Body – Physical Rest**
    - Caring for our physical health and allowing our bodies time to recover is the start.
    - It's important to eat nutritious foods, drink water, exercise, and to get a full night's sleep.

2. **Soul – Mental and Emotional Rest**
    - Beyond physical rest, we also need rest for our souls.
    - Our soul encompasses our thoughts, emotions, and actions (our mind, heart, and will).
    - We need rest for our heart and mind, a space to carry our thoughts and emotions, and surrender them at the feet of Jesus.

3. **Spirit – Spiritual Rest**
    - Our soul is truly at rest when our spirit comes alive with God's Spirit.
    - Spending time with God allows our spirit to be renewed and aligned with His Spirit.

Developing Rhythms of Rest

Healthy leaders develop intentional rhythms that allow them to proactively lead from the overflow rather than reactively from exhaustion.

Daily Rhythms

We need daily rest stops in God's Presence to be renewed and refilled. This could include daily time spent in His Word, in His Presence through worship, in prayer, and in journaling.

Weekly Rhythms

We need weekly rest stops through the practice of our Sabbath, intentionally surrendering "productivity" and choosing to trust God with our lives.

Warning Signs of Leading on Empty

Leading on empty rarely happens intentionally. It typically develops through gradual warning signs such as:

- Increased irritability or frustration.
- Feeling emotionally numb or mentally foggy.
- Chronic fatigue or trouble sleeping.
- Saying yes to everything and ignoring personal capacity.
- Withdrawing from people or relationships.
- Reduced time with God.

Often, these warning signs are perpetuated by our perception of rest.

- Some of us grew up believing that rest was for the “weak.”
- Others of us have tied our value to our productivity or performance.
- Still others of us wrestle with guilt or shame when we rest.
- We may even be addicted to the noise in an effort to avoid the stillness.

These “warning signs” function as indicators that we may need to pause and evaluate our rhythms.

Invite Your Team to Rest Too

Rest is not only important for leaders, it is essential for teams. Healthy leaders build rhythms that invite their teams to pause, celebrate, and recharge. This could look like…

- **Simple Rewards** – Acknowledging and rewarding the behaviors of individuals that we wish to see repeated within the team.
- **Team Celebrations** – Pausing to celebrate the accomplishments of the team.
- **Serve Team Gatherings** – Creating space for teams to connect and grow together as a family on mission.
- **Building a Deep Bench** – Recruiting more Serve Team Members to allow for healthy rotation.

Rest and fun are not distractions from leadership; they are essential ingredients for longevity in ministry.

Healthy leaders build rest into the journey — not just recovery after exhaustion.
Leadership is not a sprint. It is a journey that requires intentional rhythms so we can faithfully lead for the long haul.

DRIP THIS INTO YOUR LEADERSHIP

Take time this week to reflect on the rhythms of rest in your leadership.

1. Check Your Heart Rate

- Is the pace you are currently leading at sustainable?
- What rhythm(s) do you need to re-engage or re-establish?

2. Invite Your Team to Rest

- When was the last time you paused to intentionally celebrate as a team?
- Where can you build moments of rest and celebration into your team this week?