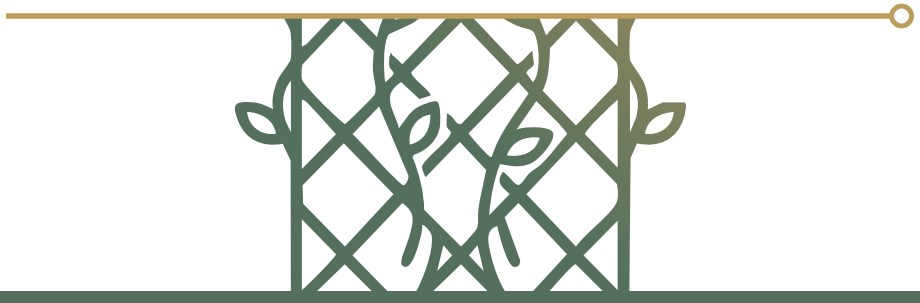
Emotionally Healthy Success

Discussion Guide



Three One-Hour Sessions for Leaders and Teams



Peter Scazzero

Dear Friend,

I'm grateful you and your team are embarking on this journey of reading and exploring the implications of *Emotionally Healthy Success* for your ministry. As you begin, I encourage you to invite the Holy Spirit to guide your discussions. In leadership and ministry, everything of lasting value begins with God's initiative rather than our own.

I wrote *Emotionally Healthy Success* to cast a vision—a summons for the church today to lead differently—and to provide a tool to help you and your team discern that path together. At the heart of this vision is a new scorecard for success measured in two movements: personal formation and culture formation. Everything you'll discuss in these sessions is designed to serve those assessments, so I ask you to give them your full and prayerful attention.

To make sure you experience the whole arc of the book, I've kept this guide to three, one-hour sessions. That's also why completing the designated reading and assessments *before* you gather is so important; the richest and most productive conversations depend on it.

My prayer is that you and your team will experience God's love more deeply along the way.

Blessings,

Pete

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Guidelines for Your Discussions

- Before each session, including session 1, it is essential that participants read the designated chapters in the book and complete any corresponding tasks, such as filling out the scorecard assessments in chapters 4 and 5.
- This discussion guide is designed for three, one-hour blocks of time. The goal is to give you and your team a focused, introductory discussion. Rather than extending the time block for longer discussions, plan to have additional discussions after completing the guide. This will allow you and your team to address any larger implications of what you've read in greater depth.
- To keep the discussion moving, the facilitator should be intentional about keeping track of time. Allow approximately fifteen minutes for each discussion question and make sure the meeting begins and ends as scheduled.
- The "Highlights" section at the beginning of each session serves as a reminder of what you've read in the book. It is not expected that you read it aloud in the discussion.
- Conclude each meeting by noting the assignment for the next discussion.

Session 1

The Problem with How We Measure Success

Watch the Session 1 Introduction

Prior to the discussion, read the following two chapters in Part 1:

1. The Lies We Call Success
2. The Wreckage of a Wrong Scorecard

Chapter Highlights

1. The Lies We Call Success

- The Western church at large has been discipled more by the short-term demands of our ministry culture than it has by what Jesus taught and modeled in his own ministry.
- The church has embraced five wrong measurements and called them success:
  1. The size of our ministry
  2. The extent of our influence
  3. The amount of praise and affirmation we receive
  4. The pace of our growth
  5. The way our ministry compares with other ministries

2. The Wreckage of a Wrong Scorecard

When we allow others to define our worth and shape our scorecard, we suffer three severe consequences:

1. We do violence to ourselves.
2. We do violence to those closest to us.
3. We do violence to God's work.

Discussion

1. Chapter 1, "The Lies We Call Success," opens by describing the ministry equivalent of short-term economics, a strategy designed to maximize numerical measures of growth while unwittingly incurring hidden long-term damage. To what degree would you say this dynamic is at work in your church or ministry? Circle the number on the continuum that best describes your response. Share the reasons for your choice.

1	2	3	4	5	6	7	8	9	10
Not at all true of us									Completely true of us

2. Briefly review the five wrong measurements of success listed on page 4. Which of the five would you say your church or ministry has tended to rely on most as a measure of success? Why?

3. Chapter 2, "The Wreckage of a Wrong Scorecard," explores three severe consequences of allowing others to define our worth and shape our scorecard: *We do violence to ourselves, to those closest to us, and to God's work*. Which statements in the "Are You Doing Violence to Yourself?" list (pages 39–40 in the book) do you relate to most? Or what other ways do you feel weighed down in your role because of internal or external pressures to measure up to a distorted scorecard of success?

4. Complete the following sentence: *Based on what I read in chapters 1 and 2, I am beginning to realize. . . .*

Optional Discussion Question

Use the following question if time permits in your one-hour discussion, or as part of any additional discussions you may have after completing the three sessions.

Doing violence to others often takes the form of slow, sustained neglect of those closest to us—friends, family, team members, volunteers, and congregants. In what ways might the pressures to build an effective ministry—to be a success—lead you to consistently prioritize ministry over relationships? Consider both the subtle and not-so-subtle ways this might happen.

Assignment Before Session 2

» Read the three chapters in Part 2, "How Jesus Turns Success on Its Head":

3. Jesus' Four Great Reversals
4. A New Scorecard, Movement 1: Personal Formation Assessment
5. A New Scorecard, Movement 2: Culture Formation Assessment

» Complete the personal and culture formation assessments in chapters 4 and 5 and come to the next meeting prepared to discuss your insights and observations.

Session 2

How Jesus Turns Success on Its Head: A New Scorecard

Watch the Session 2 Introduction

Prior to the discussion, read the chapters listed below and complete the Personal Formation and Culture Formation Assessments in chapters 4 and 5.

3. Jesus' Four Great Reversals
4. A New Scorecard, Movement 1: Personal Formation Assessment
5. A New Scorecard, Movement 2: Culture Formation Assessment

Chapter Highlights

3. Jesus' Four Great Reversals

» Following Jesus in ministry today requires a series of radical reversals—a decisive and disciplined turning away from everything we once considered success.

» Jesus invites us into four great reversals that redefine leadership success:

1. From prayer for results to prayer for communion
2. From charisma to weakness and limits
3. From our best ideas to discerning God's voice
4. From critical mass to critical yeast

4. A New Scorecard, Movement 1: Personal Formation Assessment

» The health of our communities, the authenticity of our ministries, and the sustainability of our impact all flow from the depth of our personal transformation.

» Jesus is not calling us to make a few external, behavioral adjustments but to pursue transformation from the inside out so we can build a radical counterculture the way he did.

5. A New Scorecard, Movement 2: Culture Formation Assessment

» Rather than build a movement around bigger crowds, more influence, or greater spectacle, Jesus poured his life into forming a new culture with the Twelve. It was a

commitment to long-term formation rather than short-term results, to the radical transformation of his followers rather than the rapid, short-term escalation of numbers.

» Cultivating a healthy culture requires shifting our attention from chasing results to tending the soil God has entrusted to us.

» Remember: Both the personal and culture formation assessments are meant to function as:
  - *A vision* of the kind of church Jesus calls us to build
  - *A tool for discernment* that helps us ask wise questions together
  - *A prophetic summons* to embody what we proclaim to the world

Discussion

1. In chapter 4, you completed a personal formation assessment. One of the benefits of any assessment is that it provides a snapshot of current reality to help identify needs and plan for future learning and growth. How would you describe your personal formation assessment "snapshot"? What, if anything, surprised you?

2. In chapter 5, you completed a culture formation assessment, which was based on the culture of your *leadership team*—key staff and volunteers with whom you do life and ministry rather than your entire church or organization. What stood out most as you completed the assessment?

3. Which of the eight marks of culture formation pose the greatest challenge for your leadership team? Share the reasons for your response.

Optional Discussion Question

Use the following question if time permits in your one-hour discussion, or as part of any additional discussions you may have after completing the three sessions.

Both the personal and culture formation assessments are meant to function as:

- *A vision* of the kind of church Jesus calls us to build
- *A tool for discernment* that helps us ask wise questions together
- *A prophetic summons* to embody what we proclaim to the world

Based on your culture formation assessment, which of these three feels most relevant to the needs and concerns of your leadership team right now? Share the reasons for your response.

Assignment Before Session 3

Before your next meeting, read the following chapters in Part 3, "Becoming the Kind of Leader—and Church—Jesus Imagined":

6. Embrace a Rule of Life Strong Enough to Hold the Weight of Your Calling
7. Choose God's Slower, Truer Way

Session 3

Becoming the Kind of Leader—and Church—Jesus Imagined

Watch the Session 3 Introduction

Prior to the discussion, read the following chapters in Part 3:

6. Embrace a Rule of Life Strong Enough to Hold the Weight of Your Calling
7. Choose God's Slower, Truer Way

Chapter Highlights

6. Embrace a Rule of Life Strong Enough to Hold the Weight of Your Calling

- Monastic communities became the church's leadership pipeline for 1,100 years because the church recognized that genuine spiritual authority and power had to be forged in rhythms of solitude, prayer, and study, rather than by personality, knowledge, or gifts.
- The principle of a shared Rule of Life is simple but radical: depth before breadth, formation before platform, integrity before influence.
- The Rule of Life for Emotionally Healthy Leaders revolves around four interconnected rhythms designed to anchor us in giving and receiving the love of God:
  1. Prayer: Slowing down to be with Jesus
  2. Rest: Honoring limits and resisting an overloaded culture
  3. Relationship: Staying connected and attached
  4. Work: Leading with discernment, not human wisdom

7. Choose God's Slower, Truer Way

- Our kingdom role is essential but limited. We are responsible for our task but not for the growth or the harvest. Faithfully executing our task is God's measure of our success.

» When the old scorecards of success try to pull us off course, three anchors can hold us steady:

1. Do the work before the work.
2. Remember that small can be big and big can be small.
3. Trust the long middle.

Discussion

1. Chapter 6 describes how many of us today carry the weight of leadership without the internal formation in Jesus required to sustain it. Overall, how well did your ministry training or education equip you to carry the spiritual weight of leadership? Circle the number on the continuum that best describes your response. Share the reasons for your choice.

1	2	3	4	5	6	7	8	9	10
I was not at all equipped									I was fully equipped

2. The Rule of Life for Emotionally Healthy Leaders includes rhythms of *prayer*, *rest*, *relationship*, and *work*. Based on the six commitments for each rhythm (pages 127–134 in the book), which one or two might be most challenging for you to practice personally in your current ministry culture? Which do you think might be most challenging for your team to practice?

3. Share how reading and discussing the book has changed your view of success. Begin by completing the following sentence in your own words: *For me, success as Jesus defines it now looks like . . . .*

Optional Discussion Question

Use the following question if time permits in your one-hour discussion, or as part of any additional discussions you may have after completing the three sessions.

Briefly name two or three of your current ministry initiatives. Consider how you might assess the success of these initiatives from two different perspectives:

- What would success look like if it were measured by scale, speed, and public visibility?
- What would success look like if it were measured by depth in spiritual formation, leaders living within limits, and people being known and loved?

Next Steps

TO BECOME AN EMOTIONALLY HEALTHY LEADER & CHURCH

STEP 1

EXPERIENCE EHD
FOR YOU & YOUR TEAM

- Do the EH Spirituality Course, then the EH Relationships Course with your team
- Live it before you lead it

STEP 2

RUN THE COURSE
IN YOUR CHURCH OR MINISTRY

- Bring the Course to the people you lead
- Make discipleship a culture, not a program

STEP 3

JOIN THE SCHOOL
FOR PASTORS & LEADERS ONLY

- A one-year leadership formation intensive
- Transform the way you lead from the inside out

STEP 4

BECOME A CULTURE CHURCH

- Join a global network of Emotionally Healthy churches
- Ongoing coaching & gatherings

Most leaders begin at Step 1 — for questions about where to begin, visit **emotionallyhealthy.org**