

DO

building leadership
resilience

NOT

QUIT

BRIAN K. FITZPATRICK

DO NOT QUIT

Building Leadership Resilience

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ACKNOWLEDGEMENTS

FOR ALL THE LEADERS IN LIFE AND BUSINESS WHO:

Mentor and inspire others
Drive innovation and progress
Build and nurture families
Make hard decisions everyday
Advocate for change and equality
Foster collaboration and unity
Lead by example
Champion good character and ethics
Empower the next generation
Cultivate community and connections
Adapt to challenges and adversity

YOU CAN MAKE IT.

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INTRODUCTION

Let me begin by saying “Leadership is difficult.” That’s it, plain and simple. But why? It is because it comes with a multitude of challenges, some of which there just are no simple solution for. It requires not just talent but a set of character traits that undergird talent. Hall of Fame Basketball Coach John Wooden said that “talent will get you to the top, but it takes character to keep you there.”

Leaders with resilience, determination, optimism, empathy and vision, just to name a few, are uniquely equipped to avoid the trap that we know as quitting. As the challenges come both large and small the temptation to quit and throw the towel in increases. I am writing this book for all the leaders in both life and business who are or have ever felt the temptation to quit.

Back in the mid 90’s I was working in a non-profit organization, and I encountered a boss who for lack of a better word really “cooked my grits.” The constant belittling, being downplayed and told what I would never be because I did not have a college degree took a toll. During this time, it was one of my mentors who pulled me to the side and said two words that would set me on a new course in my career and life. Those words were “Do Not Quit.”

After I got through my list of excuses, emotions and explanations he repeated very calmly “Do Not Quit.” Leader, listen to me. I know the temptation to quit is real, I know that the reasons to quit are real. However, I want to say the same thing to you. “Do Not Quit.” Now I am not talking about the role you are in per se, I am talking about quitting as leader. The fact of the matter is nothing happens, changes, is innovated, evolves or is made better without effective leadership. The world needs leaders who are not only skillful but have moral compass, emotional intelligence and leadership level resilience. Resilience that stand tall in times of change, inspires others to do the same and helps creates environments where relationships and results flourish.

I am here writing to you because once upon a time a leader said to me “Do Not Quit.” I am here writing now my fourth book because a leader said, “Do Not Quit.” I am today a corporate training consultant and coach all because a leader said, “Do Not Quit.”

Over the next 10 days in the book, you will walk through 10 common thoughts or feelings that are present when the temptation to quit shows up. For each I provide some brief insight, “Real Talk”, reflection and coach prompts to help you move from focusing on the problem to focusing on the solution. Let’s go to Work!

WELCOME TO “DO NOT QUIT.”

DAY 1

MANAGING EXPECTATIONS

"Disappointment is the fruit of unmanaged, unmet or unrealistic expectations." As leaders, we often face the pressure of meeting both our own and others' expectations. Unrealistic expectations can lead to frustration and burnout. Managing expectations involves clear communication, setting realistic goals, and being transparent about capabilities and limitations.

Remember, leadership is a journey, not a sprint.

REAL TALK

Setting realistic expectations helps prevent burnout and fosters a healthy work environment.

REFLECTION ACTIVITY

- Identify an area where your expectations might be unrealistic. How can you adjust them to be more attainable?
- Discuss these adjustments with your team to align on mutual expectations.

COACH PROMPT | How can you effectively communicate and manage expectations to ensure clarity and achievable goals?

[illegible]

DAY 2

INSANE SCHEDULES

An overloaded schedule can quickly lead to stress and decreased productivity. Former President Dwight D. Eisenhower wisely said, “Plans are worthless, but planning is everything.” He understood that managing an insane schedule requires prioritizing tasks by importance and urgency. While we cannot control time itself—adding to it, taking away from it, or changing it—we can certainly manage how we utilize the time we are given. By prioritizing effectively, we can make the most of our time and enhance our productivity.

REAL TALK

A balanced schedule leads to better productivity and well-being.

REFLECTION ACTIVITY

- Identify an area where your expectations might be unrealistic. How can you adjust them to be more attainable?
- Discuss these adjustments with your team to align on mutual expectations.

COACH PROMPT | How can you effectively communicate and manage expectations to ensure clarity and achievable goals?

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins or other markings on the paper.

DAY 3

ALL OR NOTHING THINKING

Small, consistent efforts often lead to significant results over time. The problem most often for us is staying patient and focused long enough to see the fruit of our labor. Constantly living in all or nothing thinking as a leader can paralyze progress and create unrealistic standards. Embrace a growth mindset that values progress over perfection and remember to celebrate the small wins on your way to your big finish.

REAL TALK

Progress is more important than perfection.

REFLECTION ACTIVITY

- Identify an area where all or nothing thinking has hindered your progress. How can you shift your mindset to embrace small steps?
- Set a small, achievable goal and determine how you will celebrate its completion.

COACH PROMPT | How can you encourage a growth mindset in those you lead, focusing on continuous improvement rather than perfection?

DAY 4

OVERESTIMATING CAPACITY

Small, consistent efforts often lead to significant results over time. The problem most often for us is staying patient and focused long enough to see the fruit of our labor. Constantly living in all or nothing thinking as a leader can paralyze progress and create unrealistic standards. Embrace a growth mindset that values progress over perfection and remember to celebrate the small wins on your way to your big finish

REAL TALK

Recognizing and respecting your limits is a strength, not a weakness.

REFLECTION ACTIVITY

- Reflect on recent commitments. Were they within your capacity? If not, how can you adjust future commitments to be more realistic?
- Practice saying no to non-essential tasks or requests.

COACH PROMPT | How can you create a culture where it is acceptable to set boundaries and manage your work and life realistically?

DAY 5

CONFUSING CAN AND SHOULD

Just because you can do something DOES NOT mean you should.
The tasks or projects that we undertake should always clearly
connect to the common, communicated vision of the team. Avoid
distractions and stay focused on what truly matters.

REAL TALK

If you cannot answer how it aligns with the vision, then you must answer, why are we doing this?

REFLECTION ACTIVITY

- Identify tasks you are currently doing that may not align with your core values or goals. How can you refocus on what truly matters?
- Create a list of your top priorities and refer to it when making decisions.

COACH PROMPT | How can you better distinguish between tasks you can do and should do tasks that keep you aligned with your goals?

DAY 6

FEAR OF FAILURE

Just because you can do something DOES NOT mean you should. The tasks or projects that we undertake should always clearly connect to the common, communicated vision of the team. Avoid distractions and stay focused on what truly matters.

REAL TALK

Failure is a steppingstone to success, not a dead end.

REFLECTION ACTIVITY

- Reflect on a recent failure. What did you learn from it, and how can it inform your future actions?
- Share your experience and lessons learned with those you lead to foster a culture of learning from failures.

COACH PROMPT | How can you create an environment where failure is seen as an opportunity for growth?

DAY 7

FEAR OF SUCCESS

Fear of success can be just as paralyzing as fear of failure. It often stems from the pressure to maintain high performance.

Embrace your successes, understand their implications, and trust in your ability to sustain and build upon them.

How you handle success will impact how you handle your next.

REAL TALK

Success is an opportunity to grow, not a burden to bear.

REFLECTION ACTIVITY

- Identify a recent success that has caused you anxiety. What are the underlying fears, and how can you address them?
- Plan three simple steps (10 words or less each) to build on this success without feeling overwhelmed.

COACH PROMPT | How can you support those you lead in embracing their successes and overcoming the fear of maintaining high performance?

DAY 8

I HAVE TRIGGERS

Leadership triggers emotional reactions that can derail your effectiveness. They come from places like, past conflict, times of change or uncertainty, feedback, criticism, past failures, pressure, stress, things out of your control, injustices, being mistreated and the list goes on.

Identify your triggers and develop strategies to manage them. Self-awareness and emotional regulation are key to maintaining composure and making sound decisions.

REAL TALK

Recognizing and managing your leadership triggers will help you lead from a place of focus and not unresolved feelings.

REFLECTION ACTIVITY

- Reflect on leadership situations that trigger strong emotional reactions. What patterns do you notice?
- Write out steps you can take to effectively manage these leadership triggers better?

COACH PROMPT | How can you increase self-awareness and emotional intelligence as you lead?

DAY 9

STARTING OVER

Starting over can be daunting, but with it comes new opportunities.
Embrace change with a positive mindset and use it as a chance to
realign with your vision and goals.

REAL TALK

Starting over is a new beginning, not a failure.

REFLECTION ACTIVITY

- Reflect on a recent change or restart. What opportunities does it present, and how can you leverage them?
- Set new goals that align with your current situation and vision.

COACH PROMPT | How can you lead through periods of change and help them see new beginnings as opportunities?

DAY 10

FROM MOTIVATION TO DISCIPLINE

Motivation can wane, but discipline sustains progress. Develop habits and routines that keep you aligned with your goals even when motivation is low. Consistent, disciplined actions lead to long-term success.

REAL TALK

Discipline bridges the gap between goals and accomplishments.

REFLECTION ACTIVITY

- Identify areas where your motivation has waned. How can you implement disciplined habits to maintain progress?
- Create a daily routine that supports your long-term goals and stick to them consistently.

COACH PROMPT | What are the disciplined and consistent behaviors you need to better model for those you lead?

[illegible]

APPENDIX (LIFE SUPPORT)

1. **Managing Expectations: Proverbs 16:9 (ESV)** - "The heart of man plans his way, but the Lord establishes his steps."
2. **Insane Schedules: Ecclesiastes 3:1 (ESV)** - "For everything there is a season, and a time for every matter under heaven."
3. **All or Nothing Thinking: Philippians 1:6 (ESV)** - "And I am sure of this, that he who began a good work in you will bring it to completion at the day of Jesus Christ."
4. **Overestimating Capacity: Matthew 11:28-30 (ESV)** - "Come to me, all who labor and are heavy laden, and I will give you rest. Take my yoke upon you, and learn from me, for I am gentle and lowly in heart, and you will find rest for your souls. For my yoke is easy, and my burden is light."
5. **Confusing Can and Should: 1 Corinthians 10:23 (ESV)** - "'All things are lawful,' but not all things are helpful. 'All things are lawful,' but not all things build up."
6. **Fear of Failure: 2 Timothy 1:7 (ESV)** - "For God gave us a spirit not of fear but of power and love and self-control."
7. **Fear of Success: Joshua 1:9 (ESV)** - "Have I not commanded you? Be strong and courageous. Do not be frightened, and do not be dismayed, for the Lord your God is with you wherever you go."
8. **I Have Triggers (Overcoming Leadership Triggers): Proverbs 16:32 (ESV)** - "Whoever is slow to anger is better than the mighty, and he who rules his spirit than he who takes a city."
9. **Starting Over: Isaiah 43:19 (ESV)** - "Behold, I am doing a new thing; now it springs forth, do you not perceive it? I will make a way in the wilderness and rivers in the desert."
10. **From Motivation to Discipline: Keeping You and Your Work Aligned: Hebrews 12:11 (ESV)** - "For the moment all discipline seems painful rather than pleasant, but later it yields the peaceful fruit of righteousness to those who have been trained by it."

ABOUT THE AUTHOR



Hailing from Columbus, GA, Brian K. Fitzpatrick believes in the transformative power of people and their personal progress. As the owner of J330Life LLC, a certified life coach, leadership consultant, trainer, and author with over 25 years of professional coaching and mentoring experience, Brian has turned his passion for helping others reach their full potential into a craft. His foundation of faith is the fuel that makes everything go.

In 2013, Brian received the revelation for the RESET Coaching Model, an approach he uses to teach, train, coach, and impart wisdom into leaders in both life and business. This model helps individuals "get better at who you are so that you can get better at what you do," as Brian often says. This philosophy inspired the launch of The Leadership in Two Minutes Podcast, which first aired in 2019 and is now available on Spotify, Anchor, Apple, Google, iHeart Radio, and Amazon podcast platforms.

In 2021, Brian published his first book, *The 50 Day RESET: Life Lessons for Achieving Your Goals One Day at a Time*. This book guides readers through the RESET model in a structured way using various teaching tools. His second book, *Nothing Wasted*, published in 2022, shares the core message that "nothing that you have been through or will go through will be wasted." In 2023, he released his third book, *The 50 Day RESET: Every day*. Brian's books serve as a bridge between faith and everyday living.

Brian enhances the effectiveness of leaders in life and business through one-on-one coaching and immersive workshops like RESET Leadership and Building Highly Effective Teams. These workshops showcase his extensive expertise in professional, personal, and process development, outcome frameworks, organizational operations, and capacity building across working groups from the C-Suite to the front line.

Brian's legacy statement is to simply be able to say, "I helped people get better at who they are so that they could get better at what they do in life and in business."