



BRAD GAYNOR

FREE RESOURCE — NO SIGNUP REQUIRED

Leadership Reset Starter Pack

*Three tools to help you see clearly,
before things get harder to address.*

3 TOOLS — 50 MINUTES TOTAL
INSTANT PDF DOWNLOAD

WHAT'S INCLUDED

1

The 5-Minute Leadership Load Check

A quick, honest look at what you are actually carrying right now.

🕒 5 minutes

2

Three Signs You're in a Slow Burn

The warning signs that appear long before the obvious symptoms.

🕒 15–20 minutes

3

The Leadership Reset Starter Questions

Five questions every leader should sit with right now.

🕒 30 minutes

Want to go further?

Explore the full Leadership Reset Toolkit — 15 tools at www.bradgaynor.com.au

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The 5-Minute Leadership Load Check

A quick, honest look at what you are actually carrying.

TIME: 5 minutes **USE:** Solo assessment **WHEN:** Any time something feels persistently off - or as a monthly check-in

Most leaders know something is off before they are willing to admit it. This five-minute check gives you an honest picture of where load is accumulating right now - so you can see it clearly before it becomes something harder to address.

Rate each statement 0–4 based on the past month: 0 = Not at all 1 = Rarely 2 = Sometimes 3 = Often 4 = Almost always

0 - Not at all

1 - Rarely

2 - Sometimes

3 - Often

4 - Almost always

Physical and Energy

#	Statement	Score (0–4)
1	I feel tired even after a full night of sleep.	
2	I rely on caffeine or stimulants to get through the day.	
3	Physical symptoms — tension, headaches, illness — have increased.	
4	I struggle to switch off at the end of the working day.	

Emotional and Psychological

#	Statement	Score (0–4)
5	I feel flat or detached from work I used to care about.	
6	Small things frustrate or irritate me more than they should.	
7	I feel a sense of dread about the week ahead on Sunday evenings.	
8	I am more cynical or negative than I want to be.	



Workload and Role

#	Statement	Score (0–4)
9	My workload consistently exceeds what is reasonable in the time available.	
10	Important work is going undone because I do not have capacity.	
11	I regularly work beyond contracted hours just to meet basic demands.	
12	I feel like I am reacting to everything and leading nothing.	

Meaning and Purpose

#	Statement	Score (0–4)
13	I struggle to remember why this work matters to me.	
14	The gap between what I believe in and what I am asked to do has widened.	
15	I feel like I am going through the motions rather than leading with purpose.	
16	I rarely feel proud of the leader I am at the moment.	

My total score:	My highest-scoring domain:

Score	What It Suggests	Recommended Next Step
0–16	Low load	Manageable. Keep practices in place. Check in again in 30 days.
17–31	Moderate load	Identify your two highest-scoring items and address them specifically.
32–47	High load	A structured reset is recommended. Consider working with a coach.
48–64	Critical load	This is not sustainable. Please speak to someone you trust this week.



WANT TO GO DEEPER?

The Leadership Load Self-Assessment Workbook covers six full domains with a complete load profile, interpretation guide, and action planning section. Available as part of The Leader's Practice Series at www.bradgaynor.com.au

COMMENTS:

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Three Signs You're in a Slow Burn

And what most leaders do - and don't do - when they notice them.

TIME: 15–20 minutes **USE:** Solo reading and reflection **WHEN:** Any time - especially if you already suspect something is building

Burnout does not arrive like a storm. It builds like a drought. Slowly, almost imperceptibly, the things that used to sustain you stop doing their job. The problem is not recognising burnout in theory - most leaders can describe it accurately. The problem is recognising it in yourself, while you are still functional and still delivering.

These are the three signs I see most consistently in the leaders I work with - the ones that appear long before the obvious symptoms.

SIGN 1: You are tired in a way that rest does not fix.

This is different from ordinary tiredness. Ordinary tiredness responds to sleep. Slow Burn tiredness does not - you can have a full night, a restful weekend, even a week away, and come back feeling roughly the same. The tiredness is not in your body. It is in something harder to name.

What is actually happening is that you have been running a deficit for so long that ordinary recovery no longer covers the gap. Most leaders at this stage start withdrawing from the things that used to genuinely restore them - exercise, connection, creative thought. Which makes everything worse.

Honest question: When did you last feel genuinely restored - not just rested, but actually recharged? How long ago was that?

SIGN 2: The gap between who you are at work and who you want to be is widening.

Most leaders have a clear sense of the leader they want to be - patient, present, thoughtful. In a Slow Burn, that person becomes harder to access. You find yourself snapping at things that would not usually bother you. You go through the motions - present in the room, absent from the moment.

This is not a character flaw. It is a resource problem. Empathy, patience, and reflective thinking are cognitively and emotionally expensive. When resources are depleted, they are the first things to go.



Honest question: Think about the last two weeks. Were you the leader you want to be? If not - what was different about you, not about the circumstances?

SIGN 3: You have stopped doing the things you know matter.

Most leaders know what keeps them well. Exercise. Sleep. Time with people they care about. Space to think. In a Slow Burn, these things get quietly dropped. Not dramatically abandoned - just gradually deprioritised. There is always something more urgent. And because each individual decision to skip the run seems reasonable at the time, the pattern goes unnoticed until the things that used to sustain you have been absent for months.

Honest question: What are the three practices or experiences that most reliably restore your energy? When did you last do each of them - genuinely, not in passing?

WHAT MOST LEADERS DO WHEN THEY NOTICE THESE SIGNS

Nothing. Or they push harder, thinking that getting on top of the workload will fix the underlying problem. Neither works. What actually helps is honest recognition followed by a structured response - a genuine reset of priorities, practices, and the gap between the leader you are and the leader you want to be.

WANT TO GO DEEPER?

The Slow Burn Recognition Guide is a structured 20-item self-assessment with scoring guide and reflection section. Available as part of The Leader's Practice Series at www.bradgaynor.com.au

COMMENTS:



The Leadership Reset Starter Questions

Five questions every leader should sit with right now.

TIME: 30 minutes **USE:** Solo reflection with writing **WHEN:** Any time - especially if something feels like it needs to change

The leaders who grow - and last - are the ones who ask better questions of themselves. These five questions are drawn from two decades of leadership coaching and research into what separates leaders who sustain themselves from those who do not.

How to use: Set aside 30 minutes. Find a quiet space. Read each question slowly, then write. Do not edit yourself. The first honest answer is usually the most useful one.

QUESTION 1: Am I leading - or just managing the load?

Leadership is strategic, relational, purposeful. Management is operational - handling what comes in. Many leaders who describe themselves as overwhelmed are actually overwhelmed because they have stopped doing the former and are drowning in the latter.

What percentage of your time over the past two weeks was genuinely leading - setting direction, developing people, thinking strategically - versus managing the daily operational load?

My honest answer:

QUESTION 2: What am I tolerating that I should no longer accept?

Leaders accumulate tolerations over time. A draining relationship. A process that wastes everyone's time. A pattern in your own behaviour you have been meaning to address. Tolerations do not just cost energy - they signal what you are willing to accept.

What is the one toleration you have been carrying the longest?

The one thing I have been tolerating longest is:

**QUESTION 3: Who am I protecting my leadership from?**

Every leader has someone whose opinion or reaction shapes their decisions in ways they would not choose if they were leading freely. Sometimes it is a supervisor. Sometimes it is a difficult team member. Sometimes it is a version of themselves they are afraid to disappoint.

Leading well requires a clear-eyed understanding of where your authority is being constrained - and whether that constraint is legitimate or whether it is fear dressed up as pragmatism.

If I led without that constraint, I would:

QUESTION 4: What is the leadership I am avoiding giving?

Most leaders have a conversation they are not having, a decision they are not making, or a change they are not driving - because it is hard, uncertain, or likely to create conflict. Avoided leadership is not neutral. It has consequences.

What would it cost to continue avoiding this - and what would it cost to address it?

The leadership I have been avoiding is:

QUESTION 5: How sustainable is this - honestly?

Not how sustainable does it look to others. Not how sustainable you need it to be. How sustainable is it actually - for you, at the pace you are running, with the resources you have, and the recovery you are actually accessing?

Most leaders answer this question one way in public and another way in private. This is the private version.



On a scale of 1–10, the honest sustainability rating for my current leadership is: -
and what that number tells me is:

WHAT THESE QUESTIONS ARE REALLY ASKING

They are asking whether you are leading your leadership - or whether your leadership is leading you. The leaders who sustain themselves over time are not the ones with the lightest loads. They are the ones who stay honest with themselves, even when the honest answer is uncomfortable.

A reset does not require a crisis. It requires a question, answered honestly, followed by a decision to do something about it.

READY TO GO FURTHER?

The Leadership Reset Starter Kit combines the 90-Day Goal Tracker, the Leadership Values Clarification Workbook, and the Coaching Session Prep Template - three structured tools to begin a real leadership reset. Available at www.bradgaynor.com.au

COMMENTS: