

# Level Up

## GUIDE

LEVEL UP  
LEADERSHIP



## SESSION SUMMARY:

In this leadership talk, John Barrett introduces the concept of "The Two Buckets" that each person carries within them—one filled with water and the other with gasoline. These buckets symbolize our ability to either extinguish negative situations or fuel positive ones within our organizations. Barrett emphasizes the importance of using the water bucket to put out "bad fires," such as conflict, gossip, or negativity, and the gasoline bucket to encourage and amplify "good fires," like passion, motivation, and ambition. He warns against the common mistakes of pouring water on positive energy or adding gasoline to destructive behavior, which can harm the culture and effectiveness of an organization. Barrett encourages leaders to be proactive in managing these fires to build a healthy, thriving organizational culture.

## GROUP QUESTIONS:

1. Can you recall a recent situation where you had to choose between using "water" or "gasoline"? What did you choose and why?
2. How can we identify "bad fires" in our organization and effectively use our "water bucket" to extinguish them?
3. Share an example of a "good fire" you've observed in your workplace. How was it fueled, and what was the outcome?
4. Why do you think some leaders mistakenly pour water on positive energy?
5. How can we ensure that we're not inadvertently adding gasoline to negative situations?
6. What are some practical ways we can encourage and support the ambitions and passions of our team members?
7. How does silence in the face of negativity or gossip affect an organization's culture?
8. What steps can we take to foster a culture where both "good fires" are fueled and "bad fires" are extinguished?

## APPLICATION:

This week, challenge yourself to be more aware of the "fires" around you. When you encounter negativity, consciously choose to respond with "water"—calm, constructive communication. Conversely, when you see someone's passion or a positive initiative, actively support and encourage it with your "gasoline"—words of affirmation and actions that help to amplify their efforts. Reflect on the impact of your choices at the end of the week.