

# Level Up

GUIDE



**THERMOSTATS** ←  
**& THERMOMETERS** →  
W/JOHN BARRETT



## SESSION SUMMARY:

Are you leading like a thermometer—or a thermostat?

In this video, you'll discover the powerful difference between thermometer leadership and thermostat leadership, and how this simple analogy can completely transform your effectiveness as a leader. You'll learn why some leaders merely reflect the environment around them, while others intentionally shape it for the better.

You'll explore how thermometer leaders notice problems, low energy, and tension but remain passive observers, while thermostat leaders take ownership of the atmosphere they lead. As a thermostat leader, you set the temperature through your mindset, energy, emotional intelligence, and willingness to act. You don't just react to situations—you influence outcomes.

## GROUP QUESTIONS:

- Think about a recent meeting or group situation you were in. Would you describe yourself as more of a thermometer (reflecting the environment) or a thermostat (actively changing it)? Why?
- What are some specific 'buttons' or actions you can take to positively influence the atmosphere in your workplace?
- Describe a time when you witnessed someone being a 'thermostat leader.' What did they do that made a difference in the situation?
- What prevents people from stepping up to be thermostat-type leaders? What fears or obstacles might hold someone back?
- How can asking great questions help someone become more of a thermostat leader rather than just reflecting what's already happening?
- In what areas of your life do you tend to be more of a thermometer leader? What would it look like to become more of a thermostat in those situations?
- How can we encourage and support each other to be thermostat leaders in our various roles and responsibilities?
- What's one practical step you can take this week to be more intentional about setting a positive tone in your interactions with others?

## APPLICATION:

This week, identify one specific environment where you tend to be a 'thermometer leader' - simply reflecting whatever mood or energy is present. Commit to being a 'thermostat leader' in that situation by taking one concrete action to positively influence the atmosphere. This could be starting a meeting with energy and focus, asking thoughtful questions during a difficult conversation, or bringing encouragement to a discouraged team member. Pay attention to how your intentional leadership affects the environment around you.