

GET OUT OF YOUR OWN WAY

Get Out of Your Own Way is all about deconstructing the lies we tell ourselves that keep us stuck. Hollis shares about his past mistakes and deconstructs the topics of self-help and self-improvement through his highly skeptical lens.

Because each chapter of the book addresses a new lie that Hollis had to debunk in his life, we invite you to begin your study of the chapter by considering how the lie has shown up in your life or could show up if you're not careful to avoid it in the future.

We'll then ask you a series of questions to help you gain a deeper understanding of the lie, and we'll close out each chapter by asking you to identify some specific, actionable things you can do to keep this lie from getting in your way.

Whether you share your responses with others or simply use this guide for your own self-reflection, we hope it will help to cement these ideas in your mind so you can lead the life you were made for.

— INTRODUCTION —

Is Self-Help for Broken People?

1. Have you ever had a life-changing wake-up call like the one Hollis describes in the introduction?

Describe a time when you were "forced to visualize the possible future that would result from [your] inaction." _____

2. What is your view of self-help? Have you, like Hollis, believed the lie that self-help is for broken people or that "real men" have their lives together? What parts of self-help—therapy, self-help books, personal-development conferences, self-help tools, etc.—are you still skeptical about? _____

3. Do you feel like you are currently living up to your potential? If not, are there specific areas where you feel you're falling short? Describe them. _____

— CHAPTER 1 —

The Lie: My Work Is Who I Am

1. How does this lie keep you from living up to your potential? _____

2. What role has the pursuit of achievement had in your life? How has that made it easy or difficult for you to accept the five truth statements Hollis lists in this chapter? Is there any one truth you're still struggling with? Why? _____

3. What value do you place on the opinions of others? In what ways has this value informed your career choices or how you conduct yourself at work? _____

4. Fill in the blank: "The truth that counters the lie that I'm defined by my job? I'm defined by my _____." How can focusing on this truth help you place less value on extrinsic motivations—like having a fancy job title— and more on the things that intrinsically motivate you? _____

5. What can you do to stop this lie from getting in your way? _____

— CHAPTER 2 —

The Lie: The Things That Have Worked Are the Things That Will Work

1. How does this lie keep you from living up to your potential? _____

2. Describe a time when you struggled with "imposter syndrome" at work or in your career. What caused you to feel that way? How did you gain more confidence? _____

3. What was the most helpful constructive (or downright negative) feedback you ever received professionally? How did it change the way you approached your work? _____

4. When Dave realized talent alone wouldn't get him where he wanted to be professionally, what skills and behaviors did he turn to? How these skills and behaviors help him thrive in his new career? Which of these changes could help you reach your professional goals? _____

5. What can you do to stop this lie from getting in your way? _____

— CHAPTER 3 —

The Lie: I Have to Have It All Together

1. How does this lie keep you from living up to your potential? _____

2. Hollis writes that "every interaction we have is a negotiation of sorts."
How do you respond to that statement? How has this played out in your life? _____

3. How can the ability to admit when you need help lead to your thriving?
What does asking for help do for your personal relationships? What does it do for your career? _____

4. What area of your life is most in need of "disruption"? How could following Hollis's advice to preemptively acknowledge your weaknesses—rather than preemptively mounting a defense—help you make needed changes in this area? _____

5. What can you do to stop this lie from getting in your way? _____

— CHAPTER 4 —

The Lie: A Drink Will Make This Better

1. How does this lie keep you from living up to your potential? _____

2. What vices do you turn to in times of stress to numb your insecurities? What are some of your healthier responses? What is the one thing Hollis says you need to do to save yourself from the former and experience more of the latter? _____

3. Hollis writes, "It is impossible to close off your anxiety without also eliminating the growth that comes from fully experiencing discomfort." In what areas of your life do you need to let go of more control? How could doing so help you to grow? _____

4. Hollis chose to lean in fully and feel his struggle instead of numbing the discomfort with a drink— but he needed some accountability to help him get there. Who in your life can help you get where you're hoping to go? How will you leverage these people and your current resources to achieve the impossible? _____

5. What can you do to stop this lie from getting in your way? _____

— CHAPTER 5 —

*The Lie: I Did Something Wrong,
So I Am Something Wrong*

1. How does this lie keep you from living up to your potential? _____

2. Describe a time when you made a big mistake that felt like a reflection of you as a person. How did this affect you moving forward? Is it still affecting you today? If so, how can you stop being a "prisoner" to your mistake? _____

3. What are the benefits to shifting “the way your mind interprets the indiscretions of the past”?
Which of the steps in the learning process might be the next right thing for you to do to make this change?

4. How does Hollis define “being dumb?” Which of the things that helped him could prevent you from being dumb in the future?

5. What can you do to stop this lie from getting in your way?

— CHAPTER 6 —

The Lie: Everyone Is Thinking About What I’m Doing

1. How does this lie keep you from living up to your potential?

2. When in your life have you assumed someone else was spending mental energy thinking about you?
In retrospect, was your assumption correct? How often do you think about other people?
How can these insights help you moving forward?

3. What big decision in your life might you have made differently if you hadn’t been preoccupied with the opinions of others? Are there any decisions you’re struggling with now because you’re concerned with how other people might react to your choice? What would Hollis tell you they’ll actually be thinking about?

4. Hollis calls worrying about the opinions of others “a futile exercise in wasted emotion.” Instead of spinning your wheels, what does Hollis suggest you do? (Hint: there’s a popular Disney song about this).

5. What can you do to stop this lie from getting in your way?

— CHAPTER 7 —

The Lie: Being Right All the Time Doesn't Make Me an Ass

1. How does this lie keep you from living up to your potential? _____

2. Do you relate to Hollis's desire to be right all the time? If so, what do you hope to gain by being right? If not, when you interact with someone who exhibits this trait, how does it make you feel about that person? _____

3. The author lists two primary catalysts that fueled his need to be right. Describe how each has shown up in your life and interactions with others. _____

4. What does Hollis say is the "downside" to insisting you are right? What is the benefit to losing some battles? _____

5. What can you do to stop this lie from getting in your way? _____

— CHAPTER 8 —

The Lie: Failure Means You're Weak

1. How does this lie keep you from living up to your potential? _____

2. Why was the outcome Hollis wanted for his son different from the outcome Hollis believed his son needed? As a parent, have you ever felt similarly? Why might this be easier to understand in the lives of our kids than in our own lives? _____

3. List three lessons you've learned from past failures. _____

4.

What is the one thing that dictates how you process failures, according to Hollis?

How can you become the type of person who continues to grow rather than remaining "fixed"? _____

5. What can you do to stop this lie from getting in your way? _____

— CHAPTER 9 —

The Lie: It's My Job to Protect Them from Problems

1. How does this lie keep you from living up to your potential? _____

2. What does Hollis mean when he draws a distinction between "the disruption we choose" and "the disruption that chose us"? How did this distinction help him learn to let go of the lie that he could fix all of his family's problems? Describe a time when you were forced to learn a similar lesson. _____

3. Describe a time when God sent a "Noah" into your life to help you or your family through a season of flooding. What lessons did you learn as a result? How did the experience impact you moving forward?

4. Why does Hollis say he's not sorry for the challenges his family went through on their journey to adoption? Have you ever felt grateful for a challenge or difficult season after you overcame it? How can you resist the temptation to keep the peace? _____

5. What can you do to stop this lie from getting in your way? _____

— CHAPTER 10 —

The Lie: I Can Phone It In and Be Just Fine

1. How does this lie keep you from living up to your potential? _____

2. Hollis learned from Steve Jobs that “every time you interact with anyone, you either make a positive brand deposit or a negative brand withdrawal.” What does he mean by this? How has it proven true in your own life? Why is simply “treading water” in your career and relationships not enough? _____

3. What does Hollis mean when he says it’s better to be a “thermostat” than a “thermometer”? How can behaving with this in mind change the outcome of your interactions? _____

4. How can being aware of the way others evaluate and perceive you help you maintain integrity? Why is this different from worrying about others’ opinions of you (as with the lie from chapter 6)? _____

5. What can you do to stop this lie from getting in your way? _____

— CHAPTER 11 —

The Lie: If She Doesn’t Love Me, I’m Not Loveable

1. How does this lie keep you from living up to your potential? _____

2. When in your life have you struggled with the kind of codependence described in this chapter? Explain what this looked like for you and how you were able to break free from it. _____

3. If you’re married, what barriers are holding you back from being open with your spouse? How could overcoming these barriers help you grow closer in your relationship? _____

4. Hollis writes, "You get to decide if you listen to your thoughts or not."
What do you need to do to start thinking more about what you think and why you think it?
How can you push back against your own unhealthy thoughts? _____

5. What can you do to stop this lie from getting in your way? _____

— CHAPTER 12 —

The Lie: Real Men Don't Show Emotion

1. How does this lie keep you from living up to your potential? _____

2. Why do you think this chapter is so short? Why doesn't this lie need expanding on? _____

3. Has anything prevented you from showing emotion in your life? When has it been important
for you to be vulnerable and model what it means to express your feelings? _____

4. Why does Hollis say "the willingness to tap into and show our emotions is a big part of how
we'll continue to grow" professionally? How can authentic vulnerability be a more effective tool
than traditional sales tactics? _____

5. What can you do to stop this lie from getting in your way? _____

— CHAPTER 13 —

The Lie: I Know What She Needs

1. How does this lie keep you from living up to your potential? _____

2. What are the two reasons Hollis gives for why it's not possible to know what your partner is going to need in the future? _____

3. When have you assumed what your partner needed and were incorrect? How can you stop assuming and start asking and listening? _____

4. Why does Hollis say you should push aside your biases about personality tests and use these tools? Do you know your Enneagram number and/or love language? How about your partner's? If yes, how do you use this information to help strengthen your relationship? If not, which of the frameworks listed in this chapter might you pursue in order to enhance your relationship? _____

5. What can you do to stop this lie from getting in your way? _____

— CHAPTER 14 —

The Lie: My Role in This Relationship Is Constant

1. How does this lie keep you from living up to your potential? _____

2. Why do you think Hollis struggled so much more to adapt to changes in his personal life than he did to embrace evolution in business? Do you relate to his initial desire to be the "provider" for his family? _____

3. Hollis says you can start to debunk the lie in this chapter by asking your partner a simple question: "How do you think I can best show up in your life?" How does this idea build on the lie from the previous chapter? If you're married or in a serious relationship, try asking this question of your partner. Then, flip the scrip; what do you need? _____

4. What different roles have you played in your relationship over time? What about your partner or spouse? How might those roles change again in the future? Now that you've read this chapter, do you think you'll feel differently about this change when it inevitably happens again? _____

5. What can you do to stop this lie from getting in your way? _____

— CHAPTER 15 —

The Lie: If They Don't Need Me, They Won't Want Me

1. How does this lie keep you from living up to your potential? _____

2. Answer the question Hollis had to ask himself: Why does your partner need you? If you don't know the answer, ask your partner to honestly share the answer with you. _____

3. "Whether it's a friendship or a romantic relationship, having a connection based on need and not want isn't a real relationship. Contingent love isn't real love." What is your reaction to reading that? Have you been seeking "contingent love" in your life? How can you pursue real love instead? _____

4. How can you test and measure whether your relationships are genuine or unbalanced? Have you ever tried this before? If yes, what were the results? If no, what do you suspect would happen to your current relationships if you began to shift away from a more transactional approach? _____

5. What can you do to stop this lie from getting in your way? _____

— CHAPTER 16 —

The Lie: I Know What You've Been Through

1. How does this lie keep you from living up to your potential? _____

2. What blind spots and privileges do you have based on your upbringing? How might you attempt to overcome those and make "different" less scary? _____

3. Describe a time when you engaged with a new or different community and realized how much you didn't know that you didn't know. How did you pursue learning? What things helped you to grow in understanding? _____

4. What does Hollis say are the benefits to pursuing a life of diverse community? How did Hollis achieve this for himself? _____

5. What can you do to stop this lie from getting in your way? _____

— CHAPTER 17 —

*The Lie: Things That Are Possible
for Other People Aren't Possible for Me*

1. How does this lie keep you from living up to your potential? _____

2. What perceived truth or assumption has limited you from pursuing a hobby or activity that you were interested in? After reading this chapter, do you think you will give it a try? Why or why not? _____

3. Who, according to Hollis, can create your life limits? _____

1. List a few of the limiting beliefs Hollis describes in this chapter that are currently holding you back. How can you turn these limiting beliefs into empowering beliefs? _____

2. What can you do to stop this lie from getting in your way? _____

— CHAPTER 18 —

The Lie: I Need to Parent Like My Parents

1. How does this lie keep you from living up to your potential? _____

2. Hollis says that “the way you think you have to be is influenced by other people.” Can you identify certain traditions or parenting habits you’ve adopted simply because they were modeled for you? Are all of them healthy and empowering? If not, which might you need to let go of? _____

3. Reflect for a moment on the positive and negative aspects of your childhood. Which parts were good? Which parts weren’t? How can you honor the positive aspects of the relationship you had with your parents while respectfully fostering a different kind of relationship with your family now? _____

4. Take a moment to consider how your life and family now are different from what things were like for you growing up. What intentional choices have you made to help your unique family thrive and be all that they were meant to be? _____

5. What can you do to stop this lie from getting in your way? _____

— CHAPTER 19 —

The Lie: I Can Achieve Balance If I Work Hard Enough

1. How does this lie keep you from living up to your potential? _____

2. Why does Hollis say this lie is like Bigfoot or the Loch Ness monster?
Have you sought balance in your own life? Have you found it? _____

3. “The sooner you accept that balance is among the things you cannot actually attain or control in your life, the sooner you’ll find yourself in a more productive, peaceful, and reasonable state of mind. Be free.”
Does this advice feel counterintuitive? Does it make you feel frustrated? How can you begin to live out this truth? _____

4. What are your top priorities for this week, this month, and this season of life? If you’re married, create a list with your spouse and make plans to ensure you’re meeting these priorities and encouraging one another in them. _____

5. What can you do to stop this lie from getting in your way? _____

— CONCLUSION —

Stay Out of Your Own Way with Intention and Discipline

1. What are the five action steps that Hollis provides to help you make immediate strides toward your goals? Which of these would be a good first step for you to take? Why? _____

2. How can clear, simple steps and small changes have a larger impact long term? Have you ever achieved a major life goal in this way? _____

3. “If you’re going to get where you want to be, you need to allow who you are or who you were to give way to who you’re going to be.” Now that you’ve finished the book, are you ready to commit to this change? _____

4. What choices will you make in this season to begin to see the changes you want to bring about in your life? _____
