

[00:00:00] <music>

Annie: Hey friend! Welcome to another episode of That Sounds Fun. I'm your host Annie F. Downs. I'm really happy to be here with you today. We've got a great show in store.

It is not too late, it is not too late to join the big group of friends going through the new devotional *Chase the Fun*. Y'all we have got a lot of Chase the Funers, and we are having a great time. We just got started last week. And it's for sure as a "the more the merrier kind of party."

Just sign up at the link in the show notes below. You'll get an email with all the details. It is not too late to join us. Jump in now.

Before we dive into today's conversation, a quick word from one of our amazing partners, [BetterHelp](#). Okay. So I've had a lot of driving to do recently, with weddings to travel to, and some family things I want to be present for, which also means I've been paying attention to maintenance on my car.

If I want to keep it running well, for all the places I need it to take me, I've got to take care of it, right? Well, the same concept for sure applies to my mind. How we care for our minds affects how we experience life. So it's important to invest time and care into our mental health.

There are plenty of ways to support a healthy brain like learning a new language or taking naps, yes, please. There's also a BetterHelp Online Therapy. Y'all know how much I appreciate my therapist's voice in my life. And I want you to have the same support when you need it.

BetterHelp is online therapy that offers video, phone, and even live chat only therapy sessions. So you don't have to see anyone on camera if you don't want to. And you can be matched with a therapist in under 48 hours. That means by like Wednesday you can have the help that you really, really want.

It's more affordable and often more convenient than in-person therapy. Our friends get 10% off their first month at betterhelp.com/thatsoundsfun. That's betterhelp.com/thatsoundsfun.

Intro: Today on the show, I get to talk with one of my favorite pastors and leaders and authors and friends, Jeff Henderson. You may remember Jeff from Episode 194

when he was here with his wife Wendy and their daughter Jesse, I love both of them too, and their son Cole. Hi Cole.

Jeff's one of my favorite pastoral voices. And he's such a wise leader and a great writer. We share our love for Atlanta and a local church and for loving our communities well. His newest book, *What to Do Next: Taking Your Best Step When Life Is Uncertain*, is eye-opening, and it's extremely helpful.

It will really step in with you as you're navigating transitions well. Y'all, I cannot wait for us to learn together from him. You are going to love this.

And if you know someone who has just taken a new job or is wanting a new job or move to a new city or is thinking about moving to a new city, this is the show to share with them. Anyone who is in the middle of transition or is about to have transition, this is the show for them. So here's my conversation with Jeff Henderson.

[00:02:58] <music>

Annie: Jeff Henderson, welcome back to That Sounds Fun.

Jeff: It's always good to see you, Annie.

Annie: I'm so happy you're here. We are technically on the same teaching team at Cross Point church.

Jeff: That's right. That's right. You know, we've got I think three Georgia Bulldogs, right?

Annie: Yes! Oh my gosh, you're right. The Lord has made a way where there was no way. That is exactly right. My first question, because you and I just haven't talked about this in real life, you live in Atlanta but you help lead Cross Point through teaching. Why was that a yes even though it's a three-hour drive.

Jeff: So I have a long history with Cross Point church. I mean, when I was at Buckhead Church, we did a Buckhead Church/Cross Point staff retreat. I don't know if you know this but-

Annie: I did not know that.

Jeff: The whole staff came to Buckhead and we just had a staff retreat. And I just love the team and still do. And then obviously Kevin Queen and I were pastors in Gwinnett County. So, you know, when he was telling me about his transition to Cross Point, I thought, "You could not pick a better person." We both love Kevin.

So when Kevin asked me to do this... You know, hope Kevin's not listening to this. If Kevin asks me to do anything, I'll do it.

Annie: Unfortunately, that's true of me too.

Jeff: So when he said, "Hey, why don't you and Annie partner with me and we will do this...?" And it's been great. I mean, I'm able to see you, see the team. We just dropped by there today in staff meeting to say hey.

It's so great because it's a community. Like I'll go and speak at different churches around the country, which is great, but I love... What I'm thinking I'm going to start doing is really go deep with a church at Cross Point. Athens Church being another one. So that's obviously in the holy land with Athens, Georgia.

Annie: Yes, that's right. Go Dawgs! That's exactly right.

Jeff: So I think that was one of the reasons. I just love the church, you know, love you and Kevin and Kevin's wife Rea. And so it just made it easy answer to say yes.

Annie: It's such a gift. It is so cool that Kevin has built a place—and we have pastors who listen to the show and talk to me about this a lot—that Kevin has built to place where if any of the three of us or a couple of other voices get up on a Sunday, nobody's like, "Oh, where's Kevin?"

Jeff: Right. Right.

Annie: So it's like, "Okay, Jeff. Okay, Annie. Okay, Lisa Harper." The people are just like, "Okay, Chris Nichols." They have this... because Kevin has built a "you can trust who is on the stage the week they're on the stage because Kevin trusts them," it matters a ton to me. It also makes me very careful about how I live my life because I recognize that how we live affects what happens when we teach.

Jeff: Oh, absolutely. It's definitely connected for sure.

Annie: Yes!

Jeff: I love being a part of the teaching team that it's not about just one person like Kevin. So there's a lot of help to that.

Annie: Oh, it feels like it. It feels awesome. I totally love it. It is one of the greatest honors. Okay, your new book, *What to Do Next*. I just want to say upfront I want you to come on anytime you want, but especially when you write new books because this is so helpful, Jeff.

Jeff: Oh, thanks, Annie.

Annie: I mean, the idea of how to know what to do next, the number one question people ask me about my teaching career when I taught elementary school is, why did you leave and how did you know when to leave?

Jeff: I think about you, you know, when you drove away from Atlanta, moved to Nashville. I'd love to ask you about that. Because a lot of people would think, "Oh, so Annie, knew that she was just gonna go to That Sounds Fun." Here we are in the That Sounds Fun podcast studio. And it seems like you knew the whole time. But can you... I promise I'm going to answer your question, but can you tell me about driving away from Atlanta to come here? Because everybody looks at it now and says, "Oh, yeah, it was a sure thing."

Annie: "She should have known. She must have known." I did not know.

Jeff: Isn't that what everybody says?

Annie: Yes, yes. I moved in August of... I'm at 14 years this month.

Jeff: Wow.

Annie: I moved on August 3rd of 2008. I had sold my house and I lived with my parents for six months. So I had squirreled away some money. And I thought, "Oh, this will be great. I'll have a couple of months and then I'll get paid to write books."

And when February came around, I ran out of money and suddenly needed a job. I mean, I wrote my first book in 2006 when I was still teaching school. I wrote it as a devotional. I signed with an agent in 2009. Then that agent and I broke up in 2010, and I did not have a book on a shelf until August of '12. So I lived here for years and had written a book two years before that before we had the first thing. And that's the first book.

The week my fourth book came out, I was applying for a job at the Parent Teacher Store because I could not pay my assistant.

Jeff: I remember you preached about that earlier this year at Cross Point.

Annie: Yes, that's exactly right.

Jeff: And I loved hearing that story. I'm so grateful that you shared it for lots of different reasons. Because people can look at your success and go, "Oh, well, it was a sure thing," and all that. But they don't understand those moments.

I'm so grateful that you would share that. Because I had a moment earlier in this new next season for me—I'm coming up on two years—when I was speaking at a conference with John Maxwell. He made this comment. He goes, "You know, I never had a clear vision but I just kept moving forward." And I just thought, "Wait, what?" I understand little old me doesn't have a clear vision, but John Maxwell has sold millions of books and spoken all over the world.

That's when I began to realize, you know what? One of the best antidotes to fear isn't courage. The best antidote to fear is action.

Annie: It's movement.

Jeff: And keep moving forward. So like, Okay, well, I'm not sure I can pay my assistants and I have to go here and get a job and all that. So I appreciate you sharing the "let me tell you the lowlights, the valleys."

Because it's easy to look up... Everybody talks about Instagram being the highlight reel. You really good to see that. You do such a great job of saying, "Hey, here's what's really happened. Here's what's going on."

And that's one of the things I wanted to share with people is it's... You know, I've made four big career moves over the last 20-some-odd years. Every one of them have a lot of risks. I was leaving a lot of certainty. All the way back to Chick-fil-A when I was not only leaving a great company, I was leaving a lot of free chicken sandwiches at lunch. When I left I'm like, "Oh, you have to pay for these things. I didn't know that." You just go to the counter and get one.

Annie: But you know Andrew Cathy was my college neighbor? Have we talked about this?

Jeff: No.

Annie: And that has not paid off in chicken like I thought it would. He was so fun to live next door to. He was a house of guys, we were a house of girls. We had so much fun but that's not paid off in chicken.

Jeff: That is so funny. He called me this morning.

Annie: Did he really?

Jeff: Yeah. We hang out-

Annie: Yeah, of course.

Jeff: He's amazing. I'll mention that to him. I'll see him in a few days.

Annie: Yes. I need you to remedy that. No. And I'll tell you what I know about him, and this is true of your story too, is whatever role Andrew has been in, he has done it with high integrity.

Jeff: Absolutely.

Annie: Which is how He is where he is. But there are also people who live with high integrity and lose everything.

Jeff: Right. Right.

Annie: Right. So can you talk a little bit about when we're transitioning from thing to thing? Because I'm thinking about moms or dads who are leaving a job and coming home or people who are going back. I have friends because of my age that all their kids are in school now, so they're going back into the workforce for the first time. And there are times where success does not look like success. How do you reconcile that?

Jeff: So I think you have to understand that... And your story's proven of this. The fast track is slower than you think.

Annie: Ah, always.

Jeff: And your... "Hey, it took four years to get that book on a shelf." But the reality is something was happening within you that was so important. And I'm so grateful. I see folks that come out of college, and they get these multimillion-dollar contracts

for professional sports. And I think, "Lord, thank you, that wasn't me." Nothing against them but I just don't think I could have that much success that early on.

And what I've discovered is as you move toward what's next, and as you have these valleys, and as you have these difficulties and challenges, those are the actual things that you're gonna look back to go, "Oh, that's really what helped me. That's really what helped me build my character and build my trust and build my leadership."

I was sharing... my daughter Jesse works at Auburn Community Church, and she has a friend Mary Britton and they're talking about the early days of a church. I said, When I left Chick-fil-A and helped launch the early days of Buckhead Church, and it started blowing up, people would come to me and they were asking me questions.

And they actually thought I had the answers to any of these questions. And as they're asking me these questions, Annie, at the back of my mind, I'm thinking, "You know, just a few months ago, I was a chicken salesman and now I'm a pastor. I don't know how to do all this."

Annie: That's right. That's exactly right.

Jeff: So there's so much pressure, like, "I got to figure this out." One of the things I talk about in the book is if you're not careful, you're going to ask the question, What if this doesn't work? "Oh, what if this doesn't work?" And I had to convert that thought to go, "What if this does work?"

And I think that's maybe not that necessarily the language, but I think that's what was driving you. What if this does work? What if I am able to influence people in a variety of different ways through my speaking, writing, and teaching and all of that, through your podcast? And that's what you're doing now? So I think you have to have that, "Okay, I'm going to keep moving forward because what if this does work?"

Annie: Yes! What if it does work? Shelley Giglio taught me that, that we always plan for failure but we rarely plan for success.

Jeff: Right. Right.

Annie: And you can Shark Tank yourself on accident. If you don't plan for it to go well, suddenly you're selling 100,000 orders for socks, and you only know how to make 10,000 per month. And you're in big trouble.

Jeff: Right.

Annie: Okay, a chapter in your book—I've been dying to talk to you about this—where you said... The book is titled *What to Do Next*. I endorsed it. My name is on the back. I loved every bit of it. But chapter five is the path to your dream job. Which of the four was your dream job?

Jeff: Well, gosh, I would say the one that I was moving into. What happened... And I don't know if this is the right language, but when I caught a glimpse of "Oh, you mean we could do a video church and that if this works, other churches could do this around the country, and there could be leaders like me that could do this?" Chick-fil-A was ruined a little bit for me. I don't like that word "ruined" but it was like, "I've got to go try this."

And the uncertainty... You know, imagine me explaining to my mom and dad, "Mom and dad, I'm leaving a multibillion dollar business to go help launch a church where the preacher is on video." That really doesn't make any sense.

Annie: That's right.

Jeff: But I was so intrigued about that that I thought, "Oh, I think I've got to try this." Because if Buckhead Church did work, I wouldn't want to drive by one day and go, "I could have been a part of that but I was too scared." Right?

Annie: Oh my gosh!

Jeff: So eight years later when Andy Stanley says, "Hey, would you leave Buckhead to start Gwinnett Church?" I thought, "Well, that's a county that my wife and I grew up in. My dad pastored a church there. I went to high school there." They have more high school students in Gwinnett County... Well, let me say this. Of the ten largest high schools in Georgia, eight are in Gwinnett County.

Annie: Oh my gosh!

Jeff: All these high school students. So at that point, Buckhead Church was ruined a little bit. So each one that I'm moving toward... It's kinda like when people ask John Maxwell, what is his favorite book, he goes, "The one I'm writing now."

Annie: Yes! Yes!

Jeff: So it's kind of like the one I'm working on now but I have such deep appreciation and fond memories. This book isn't a plea for people to leave their job, but it is a plea for them to keep growing and keep moving toward the next best version of them.

Annie: I think that's important to say because even where people... As you brought up even back to my own story, when people say, "Annie has the dream job," I do for now.

Jeff: Right.

Annie: I think there's a lot of freedom and going like, whatever the current thing that feels like a dream job is for you, go after it. But don't say, "I have to do this until I'm 104."

Jeff: So here's my question for you. So as you look at all this—and these are my words because I know you'd never say it this way—but this is massive success. Okay. So this is massive success. It is massive success.

Annie: Thank you.

Jeff: Obviously you just came out with *Chase the Fun*. So how do you keep looking forward so that you don't rest too much on the previous success?

Annie: I mean, when it comes to podcasting, we literally just had a meeting this morning with all the podcasters that are on the That Sounds Fun Network. We do like a roundtable once a quarter. One of the questions that our leader Fallon asked was, "What do you see you doing next in podcasting?" So I got to dream with all these podcasters about what I see us doing next. We're launching some new things in December and January. So I don't want to change mediums; I want to grow in the mediums.

Jeff: That's great.

Annie: So far, right? So for me, when I'm thinking of the path to your dream job, the path to my dream job is I miss disciplining people. And so to me what feels like a dream job right now is sitting and having coffee with people as they are processing their life and where God fits into that. So we're making adjustments to my dream job so that I have space for my dream job.

Jeff: So that's a really interesting point. One of the questions I got when I left the church is, "Oh, you're leaving your calling." And I was processing this with my counselor and she said, "You know, your calling is with you."

One of the things I realized about callings is there's a calling for life and there's calling for seasons. You can return back to those seasons. I'm not saying that I will never ever be a pastor again. But right now, I'm a pastor to pastors. That's the season that I'm in right now. That's actually much easier because I can just pat them on the shoulder and say, "Good luck with this. I'm praying for you."

Annie: Then get in your car. That's exactly right.

Jeff: And drive back to Atlanta. I think that what you're saying is, "You know what? I miss discipling people. I might come back to the season in one form or fashion," right?

Annie: Yeah.

Jeff: But I love the way that you continue to pursue what's next because really it's a calling for growth.

Annie: Yes.

Jeff: And I promise Andrew Cathy didn't pay me anything to say this. But I'll give a quick Chick-fil-A example of this. When I was there, they were number one in all of their major markets in terms of chicken sandwich sales.

Annie: Oh, sure.

Jeff: But what they decided to do was, "Hey, we're not comparing ourselves to our competitors. We want to compare ourselves to our potential." And they began to figure out a different way to make the Chick-fil-A sandwich. And they came up with this tiered basket system. There's a whole lot of details on that. But the point is-

Annie: You mean like an actual fried tiered baskets.

Jeff: Right. Right.

Annie: I did not know that.

Jeff: Absolutely. And it made the sandwich even better.

Annie: Oh my gosh!

Jeff: So the point is that success would have been, "Hey, let's pat ourselves on the back. We're great." No, no, no, we want to compare ourselves to our potential.

Annie: Wow.

Jeff: "How can we get better?" And that leads to other opportunities. What I've discovered is opportunities flow to those who grow. So if you're growing, the opportunities are going to flow. And that's what's happening with you. As you continue to grow, as your team continues to grow personally, more opportunities are going to come your way. I think it's a natural principle in life.

Annie: I think the fear... I don't know if this is women and men or if it... I hear my female friends in corporate world and... I'm thinking about my friend who's going back to work for the first time be like, "But what's the dream job? And what's the thing?" Your book and your life gives such permission to like, what's the next dream job?

Jeff: Right. I wish someone had told me, Annie, really when I was at the University of Georgia, you know, you can check more than one career box. You can do that. Oh, no, no, no, no, it's "What's your major?" And you have to check one box? And I don't know. I just liked the fact that tomorrow I'll do a variety of different things.

Now I do believe in the principle of focus and all that but at the same time I think you can check more than one career box. Especially for your listeners that are in your 20s, one of the best things I would do in your 20s—and I did this—is when I worked for the Atlanta Braves, I discovered there some things I was really good at and some things I was horrible at.

Like they asked me to do program sales. I would call somebody and say, "Would you like to put an ad at the Braves game?" My palms would sweat. I would stutter. It was so awful. So I realized I'm not good at sales but I actually was really creative. I worked with their corporate sponsors really well. Eventually that's what I did at Chick-fil-A. I managed their corporate sports sponsorship.

So discovering what you're good at and your strengths was so helpful. And discovering what you're not good at is so helpful.

Annie: It is so helpful to know what you are not good at. And just tell yourself the truth. Who cares? You're just not good at it. Great.

Jeff: The problem is we beat ourselves up. "I'm not good at this like Annie is good at that." My dad told me, "No, no, no, this is great information because I hate to break it to you, son, no one's great at everything."

Annie: No, no.

Jeff: So find those things that you're really good at and lean toward that. So in your 20s, and you can still do this later, but in your 20s discovering what you're really good at, that's a clue. That's a clue. I feel like God's thumbprint on us clues about His plans for us. And those thumbprints are, you know, I'm a pretty good speaker. I discovered that when I was in my 20s. That might be a pathway that I need to pursue.

[00:20:07] <music>

Sponsor: Hey friends! Just interrupting this conversation real quick to share about one of our amazing partners, [Everlywell](#). We talked earlier about being sure we're taking care of our mental health, and I want us to make sure our physical health is a priority too.

We can take action today for a healthier tomorrow with Everlywell. Their at-home lab tests and vitamins and supplements can help you get the knowledge and support that you need so you can be a great friend to yourself.

Everlywell is digital health care designed for you at an affordable and transparent price. With over 30, 30 you guys, at-home lab tests, you'll be able to choose the test that makes the most sense for you to get the answers you want. Like the women's health test or food sensitivity test.

Everlywell also has high quality vitamins and supplements to support your overall health. Choose from a variety of options including vitamin d3 and Omega three fish oil.

Okay, here's how it works. Everlywell ships products straight to you with everything needed in one package. So to take your at-home lab test, you simply collect your sample and use the included prepaid shipping label to mail your tests back to a certified lab. Your physician reviewed results get sent to your phone or device in just days. It is fascinating, you guys. It is fascinating.

And you could share the results with your primary care physician to help guide your next steps. If you order vitamins or supplements, you can start adding them to your daily routine right away. It's so simple.

Over a million people have trusted Everlywell to support their health and wellness goals, including your girl AFD. And y'all can too. I love how timely and easy to understand the results were when I got back my Everlywell test. I mean it was like on my phone. It was fascinating.

So for you my friends, Everlywell is offering a special discount of 20% off and at-home lab tests at everlywell.com/thatsoundsfun. That's everlywell.com/thatsoundsfun for 20% off your next at-home lab test. [Everlywell.com/thatsoundsfun](https://everlywell.com/thatsoundsfun).

Sponsor: Here at That Sounds Fun and at the That Sounds Fun Network we love learning new things about podcasting and continuing to improve in the work that we do. And that's why we are so glad to learn about Anchor.

If you haven't heard about Anchor, it's seriously the easiest way to make a podcast. Let me explain. Not only is it free, yeah, that means you paid \$0 for it, but it has simple-to-use creation tools that allow you to record and edit your podcast right from your phone or computer. And Anchor will distribute your podcast for you. So people will be able to hear your content on Spotify, Apple Podcasts, and all the other platforms that they love listening on.

Anchor even has ways that you can monetize your podcast with no minimum number of listeners. It's everything you need to create a podcast in one place. We hear from people all the time who have great ideas and are looking for how to get their podcast started. Well, Anchor is what we use all across the That Sounds Fun Network. And we are just huge fans of how easy they make it to create a great podcast.

So just download the free Anchor app or go to anchor.fm to get started. Again, that's anchor.fm or you could download the free Anchor app.

Hey, and remember that the show notes are your one stop shop for the links to our sponsors, transcripts of the shows and your chance to sign up for the AFD Week in Review and email we send out once a week, along with other important links we've talked about in this conversation.

Okay, speaking of, let's get back to this conversation with Jeff.

[00:23:23] <music>

Annie: This is chapter two but I'm going to ask you for all of our friends listening. How do we know when to leave? How do we know what the next thing is? To me that's the hardest part is how do we know when it's time to make the change?

Jeff: I had a friend ask me today, "Should I stay or should I go?" That's the question. Now, to be fair sometimes next-

Annie: It wasn't Kevin Queen at Cross Point-

Jeff: No, no, no.

Annie: Great, because your girl can't handle that.

Jeff: No, no. I would say you should stay. That's what the Lord told me to tell you.

Annie: Have you heard his sermon from Sunday?

Jeff: I have not.

Annie: He taught on how when you know your calling it helps you to live through the hard times and celebrate the good times.

Jeff: That's great.

Annie: Ooh, it was beautiful. I'll link to it so people can hear it. Okay, so how do you know when to leave?

Jeff: So for some of our listeners "next" happened to them. So they got the phone call, the company's downsized, the boss has made a decision.

Annie: Wow.

Jeff: So we can talk about that a little bit because what your question is, "Hey, I've got some time. I got to figure this out." That's really why the book was written because as I decided over these four decisions over the last 20-some-odd year, I had to figure this out. And I can't eliminate risk but I can manage it.

So the first thing I did was make sure that Wendy and I were on the same page. So that would be number one. Because if I got into a situation that she said, We shouldn't... For example, if she said, "I don't think we should leave Chick fil A for Buckhead Church," and then I have a bad day at Buckhead Church and come home and say, "This was a really bad day," she could say, "Well, I told you we shouldn't have gone." So we had to be a team.

But I really believe in the principle in Proverbs 15:22 where it says, "Plans fail for lack of advisors but with many advisors plan succeeds." So I have a personal advisory board I've had for a number of years and I run every decision by them.

Annie: Wow.

Jeff: These are men that are older than me. And they're listening to this so I'll say they're way older than me. And I want my kids to grow up like theirs, I want my marriage to be like theirs, I want my finances to be like... All that. So I run every decision by them.

Annie: Not like what you order for lunch, but every like, "Do I take the speaking event" or more like, "Do I make this big move?"

Jeff: It depends. Definitely a big decision. But there are times when I'll just get together and go, "Hey, there's something that's bothering me and I want to... Should this bother me?" Sometimes when I say it out loud, they'll go... Even when I'm saying it out loud, they'll go, "I don't think this should bother me." But other times, I'll say, "This is bothering me. Would it bother you?" Absolutely. So it's astounding when you will come into some of these meetings.

But 18 months before we left in this next season, they said, "Hey, you're going to be empty nesters, what's your plans? What are you going to do? When can you travel more together?" And I hadn't really thought about it.

So that was really the initial wave to go, "Oh, I need to start thinking about this." So there's really advisors that would give me... And I don't make a big decision without getting a green light from them.

Annie: Wow.

Jeff: So this whole idea of, "Should I stay or should I go?" If I'm the only answer person-

Annie: Woof!

Jeff: ... that's not good.

Annie: That's not safe. That's not safe in the Annie F. Downs world. I cannot be the only one.

Jeff: So there's a variety of different people that I'm going to. My dad passed away eight years ago, but if he was still here I would have asked him. I ask my mom and I ask my in-laws. I say, "Hey, I had told you I would take care of your daughter 26 years ago."

Annie: Wow.

Jeff: So these advisors are really, really important to me. Then I talk about, Is this lining up with my gifting? So it's really gifting, calling, and timing.

Annie: That's right. And for our friends who have the book or who are ordering the book, it's on page 139. Calling, gifting, and timing as a Venn diagram. The very middle is, what's next?

Jeff: Right. If I were to tell my advisors, "Hey, I've decided to launch a country music career," they're gonna go, "There's nothing in your background. There's no gift."

Annie: "There's no gifting. You ain't got the time."

Jeff: "I don't think that's a good idea." And then calling. In this season, I felt called to serve business leaders and to be a pastor's pastor. So, okay, calling, check that box. Then the most frustrating one is timing. And it usually takes a little bit longer than you think.

This is why I really encourage people who would say, "I don't have next on the horizon, you still should be thinking about this." Let me say this. Part of this is you need to make sure that you're in a financial position as well as you can be. Because one of the heartbreaking things for me is what I see next arrive in someone's life and they can't pursue it because they're in too much financial debt, especially if they want to watch a nonprofit or they want to lead a church.

So when we left Chick-fil-A to Buckhead Church, we took a massive pay cut, but we had done the financial hard work to get ready.

Annie: You buttoned it up before so that you can do it. Right.

Jeff: We weren't doing it because we thought, "18 months from now we're gonna go and be a part of Buckhead Church." Buckhead Church wasn't even in existence. Right?

Annie: Yes! Yes!

Jeff: So do the hard work, get ready, you know, from advisors, from understanding your gifting, your calling, and then understanding let's do the... even side hustles. I'm a really big believer in side hustles. So part of what I'm doing right now is I'm coaching communicators. Well, that stems from a side hustle I did 12 years ago. And all the stuff that I'm doing now is really built and based on something that started 12 years ago.

Annie: Yes. What changed my week with this discipleship thing that's going on is I know the calling. I love helping other leaders and particularly our church staff grow in their spiritual life. The gifting is there. I've done it a long time. I was discipled really well growing up, so it's there.

And for the last couple of weeks, I've been out of the office every Friday for different reasons. And we have gotten my job done Monday through Thursday. So when I was rereading this, I thought, "Oh, yeah, I have the calling, the gifting, and now I have the time."

Jeff: That's so interesting. Here's what you're doing. Wendy and I talk about let's not build a life we don't enjoy. So let's not build a life where I'm working all the time. So we'll look at opportunities that come through and go, "Do we want to do this?" Not that it's about opportunity. It's a good opportunity. But do I want to do this all the time?"

So saying, "Hey, we were able to get all this stuff done Monday through Thursday so that I can do this discipleship on Friday." That's so healthy and helpful. And this isn't why you're doing it, but I'm telling you, it's going to lead somewhere.

Annie: Maybe. I don't know what to do but yes.

Jeff: It might be leading someone that you're discipling. It might lead them. But I just think that's just so smart for you to do that.

Annie: Thank you. I felt the rumblings. You know what's interesting is this is kind of how the Lord works with me, particularly in a what's next mindset is I had a couple of weeks off in July and after some things that happened in the spring, I thought, all of

July would be me and the Lord talking about how to do work right and how to do work really well. And then ended up being how to do my life better.

Jeff: Wow.

Annie: And I was like, "Oh, wait, you don't want to talk about work. You want to talk about my life, and where my energy is going, not as much of my time," you know. So it's been fascinating for Him to kind of whisper that through the summer and then make it work on my calendar. And then there'll be a need arise in our community for an uptick of discipleship.

Jeff: It reminds me of a quote my friend Bryan Miles gave me. Bryan and his wife Shannon launched Belay, the virtual assistant company. And Brian said, "Hey, be sure, Jeff, that you own the business, the business doesn't own you."

Annie: Right.

Jeff: And that's what I see you doing is allowing you that Friday to do this discipleship. To me, that's kind of a side project that you're saying, where is this going? But you're being obedient. But I think also what it's doing is this helping you live life instead of just work life.

Annie: Yes, it is. I hope. We'll see. We'll talk about it. Let's talk about in December when I've actually had some time to do it. The other thing you wrote about, and I remember this, I mean, about as clear as I've ever remembered a sermon is when you came and taught at Cross Point right before Kevin started. And you taught us about how you finish one season determines how you start the next. And you write about it some in the book about finishing well.

So talk to our friends who are in a finishing season. And in fact, to spoil the book a little bit, you say, "You always should be working on how you finish something."

Jeff: Absolutely. It's not when you put a two week notice or a six week notice. It's you want to finish well and leave well. But it's really a character issue.

Annie: Wow.

Jeff: And I think we can trick ourselves into thinking, why do I need to leave well? What are they going to do? Fire me?" But I think that does a disservice not only to the people there, I think it does a disservice to the legacy that you want to leave behind.

My first business mentor, one of the things he taught me was leave things better than when you found them. That's all the way up to the end. So, for example, when I left Chick-fil-A, I wrote everybody in the marketing department and everyone in the executive committee a handwritten note, and said-

Annie: You're the absolute best at that. It's unbelievable.

Jeff: Oh, thank you. But I wanted to say thank you. Now, honestly, Chick-fil-A... I didn't put this in the note handy, but it was basically, "If Buckhead Church doesn't work out, can I come back?"

But when I left Gwinnett Church, I did that. I told the staff, "I want to meet with every single one of you that want to meet with me so I can say thank you, personally." And I sat down with the leadership team, and I said, "I work for you... I mean, I've served you already, but I work for you for the next six weeks, here's the projects that I have. Are these the projects you want me to finish well? Because I want to be able to hand this off to you and then you all move on?"

I saw Jimmy Collins do this. Jimmy was the president of Chick fil A. When he retired, he said, "I want no muddy footprints."

Annie: I love that part of the book where you've talked about muddy footprints.

Jeff: And he had this idea, he goes, "I would like if an operator called Chick fil A support center and ask for Jimmy Collins, I want the receptionist to say Jimmy who? Because I want to leave the company doing so well that they've just forgotten about me." Now, that's an ego test, because there's something in all of us that doesn't want to be forgotten.

Annie: Do you want a statue or do you want to be forgotten?

Jeff: So that's just part of who we are. But I wanted to leave so well. Now, how you leave an organization is one thing. How the organization leaves you is the other thing. But you have the control over one of them. Right?

Annie: Yes. Yes.

Jeff: I just really firmly believe that how you finish one season dictates how you begin the next season. Because you know, that emotional health or lack of goes with you.

Annie: I'll tell you. Sitting in the room with us is our engineer Craig who left seven months ago. And had he not left so well, we would not have called to hire him back. But he left us better than he found us and swept up after himself and just left us so well that we were jonesing for him to come back.

Jeff: Yeah, absolutely.

Annie: Could we get him back? And it's because when he left he left it where you went, "Oh, I really miss him."

Jeff: So don't burn bridges-

Annie: Don't burn bridges.

Jeff: ...because when you burn bridges, you're actually the one that gets burned the most. And that's not to say that there aren't necessary endings and all this kind of stuff. But to the best of your ability, leave well, finish well, honor the work.

I told the team that so much. You know Lauren on our team, that they actually my final day they built a finish line for me. And Wendy and Jesse... Cole was at school... They surprised us with this outdoor concert. You know, there was COVID and all this kind of stuff.

Annie: Oh my gosh.

Jeff: So they had us walking... In fact, the first picture in the book is me at the finish line. I just crossed the finish line. It was such an emotional moment for me. But that's what I wanted to do. I wanted to finish well.

The other thing about that picture is if you were to ask me, "Hey, what are you going to do next?" Well, I'm still trying to figure it out. And that's okay.

Annie: Wow.

Jeff: I had another friend say, "Jeff, it's okay for you to go, 'I don't really know but I'm gonna figure it out.'"

Annie: One of the things you write about repeatedly in the book besides our spiritual health is our emotional health and physical health. Why do those matter when we're transitioning from one thing to another?

Jeff: So I had an interesting moment. I actually hired a transition consultant. And I have a lot of people-

Annie: I didn't even know that was a thing. Your joke in the book is, "Also called a therapist."

Jeff: That's right. Bob Lewis is his name. He helps people do this. I told him, I said, "I'm really perplexed because one day I got a call for really cool speaking engagement. I get up out of my chair to go tell Wendy and I start crying because I'm grieving over leaving Gwinnett Church and the community I helped found." I said, "Am I losing my mind because at one moment I'm crying and one moment I'm happy."

And he goes, "Well, emotionally healthy people can hold joy and sorrow at the same time." So leaving creates a lot of joy and a lot of sorrow. I actually want the sorrow part because if you leave in there's no sorrow, that means that you really didn't have a great experience. Right?

Annie: Yes. Yes.

Jeff: So holding joy and sorrow at the same time... So being emotionally healthy is so important. But I think physical health just allows me to work out the stress, the uncertainty. Because for me now, this is the first time in my life that I haven't gotten paid every two weeks. I mean, it's "Oh, if I don't go do something, money doesn't come in." So you can get really anxious about that. So you have to figure that out. How do you figure out recurring revenue? How do you do all this?

But the other thing that Bob told me early on is, "Don't fill up your calendar. You're going to feel the pressure to do that. Create some whitespace for you to let the right opportunities come in. And then you work on your emotional heart at the same time."

[00:37:18] <music>

Sponsor: Hey friends! Just interrupting one more time to tell you about another amazing partner, [Nutrafol](#). Okay, can I let you in on a little something personal? This is a real situation that takes place when I wash my hair to save the drain from all that shedding. Tell me it's not just me. Well, I know it's not because 30 million women are impacted by weakened or thinning hair. It is so many of us.

Thankfully, there is a solution we can trust to deliver results. Thousands of women, including me, have taken back control of their hair with Nutrafol. So many of them.

And I say it's helped restore not only their hair's health but also their confidence. I love that.

Nutrafol offers two targeted formulas for women that are clinically shown to improve hair growth and thickness with less shedding through all stages of life. Nutrafol supports healthy hair growth from within by targeting the five root causes of thinning.

Are you ready? Count with me. Stress, check; hormones, we have them; environment, we live in one; nutrition, yes, we're eating; metabolism, yes. We all deal with this stuff, right?

In a clinical study, 86% of women reported improved hair growth after six months. More than 1,500 top doctors recommend Nutrafol as an effective and high quality solution for healthier hair. And as the powerful ingredients bring your body back into balance, you also may notice improvements in your overall well-being, like more restful sleep and less stress, and better skin and nails. Okay, interested.

You can grow thicker, healthier hair and support our show by going to nutrafol.com and entering the promo code TSF to save \$15 off your first month's subscription. This is their best price anywhere. And it is only available to US customers for a limited time. Plus free shipping on every order. Thank you Nutrafol. Get \$15 off at nutrafol.com, and the promo code is TSF.

Sponsor: And I've got one last incredible partner to share with you, [GiveDirectly](https://givedirectly.com). Have you ever received a gift that was obviously well-intentioned but didn't hit the mark? I know. Me too. I'll tell you mine. When someone gifted me a journal, it was someone in my family, and the journal was not spiral bound. I understand the talk and I understand the thought behind it. It was not spiral bound.

Good intentions don't always lead to good gifts. But there is a way we can do that. We want to keep our gifts to those in need staunchly in the actually helpful category, right? Well, GiveDirectly can help with that.

See, people in poverty are the experts on their own lives and their own needs. And what they're missing is the funds to make sure they have those needs met. Not to mention that not all people in poverty have the same needs. So why send them the same things?

GiveDirectly is a nonprofit that lets you send money made directly to people living in poverty with no strings attached. In the last decade, GiveDirectly has delivered over \$550 million to over 1.2 million people across 11 countries.

When you give cash, you entrust individuals to invest in what they need most instead of donors or aid organizations deciding for them. Hundreds of independent studies have shown direct giving can have a really positive impact on health and nutrition and income and education and more.

Studies show giving money without strings attached can more than double incomes, increase school enrollment and entrepreneurship, decrease skipped meals, illness and depression and cut domestic violence by 1/3 all without decreasing hours worked or increasing spending on temptation goods like tobacco and alcohol.

After you donate, GiveDirectly delivers your funds directly to someone living in poverty. Because they efficiently run the whole process from donations to delivery, about 90 cents of every dollar you donate goes directly to a person living in poverty, while the remaining 10 cents covers the cost of getting the money to them.

We can end poverty in our lifetime. Direct giving is an efficient, proven and empowering way to help. Visit givedirectly.org/soundsfun and your donation we matched up to \$500. That's very cool. Go to givedirectly.org/soundsfun.

And now back to finish up our conversation with Jeff.

[00:41:20] <music>

Annie: I'm thinking about our friends who are principals of schools or bosses of companies like me, and thinking, man, a very scary thing to do. But a very beautiful thing to do is put one of these in every staff members' hands. Just let them start processing through who they are with you. And even what to do next could be within the same company.

Jeff: Absolutely. David Farmer is a great friend of mine. He's worked at Chick-fil-A for 30 years. So David's not leaving Chick-fil-A. He was hired there, but he's had so many different roles because he's just grown. And David has this great quote that I put in the book. "If you're the same person six months from now as you are today, you're falling behind."

Annie: Wow.

Jeff: So to me what to do next is you can stay within the same company, but we want you to grow. I actually think a boss or somebody that does that says, "Hey, I value you more than I value you is just working for this company." And I think that's the kind of person people are wanting to work for.

Annie: Even on our team, Ashley Warren, who is just an absolute all star, came on and she started helping me with some of my scripting for podcasts advertising and traveling with me. And then she moved into my COO. And now she is over... We call her the people person because she does like HR. But she is the people person over the umbrella of our three companies.

Like she hasn't moved offices, but she's changed jobs four times in a couple of years. So her what to do next... she is always setting herself up for growth hopefully within the same company.

Jeff: Absolutely. And that's not to say that it's happening all the time, but a consistent growth pattern. What is my growth pattern? And how am I growing? And how can I position myself for what to do next? If you have another opportunity and you tap Ashley to go, "Hey, I need you to do this now," she's grown to the point where like, oh, she can handle this.

So then I think about pastors and leaders and principals and all the people who are running companies where people that they love leave. Help my heart because I watch people who used to be on staff at my church leave and go to another church as they should because they are moving on, and it hurts my feelings. And I'm not even Kevin Queen. I'm just like a person that goes to Cross Point and it hurts my feelings.

So talk to me about how when we pass this out to everybody and somebody takes us up on this, how do we not get hurt when their next thing is away from us?

Jeff: It's so hard. I've been there. It's especially difficult in church world because when someone from your church goes to another church, the other church will say, "Jeff, thanks. We're all one big church."

Annie: Gross, right.

Jeff: It's so easy for you to say that, right?

Annie: That's right.

Jeff: Let me take that person back if you're-

Annie: Tradesies. Send one of yours over, red rover.

Jeff: So I think we have to be careful. Anytime I hear a leader say, "These are my people This is my team," the warning light's on the dashboard because they're not your people.

Annie: I feel that when people talk about our family. Like we're a family. I'm like, "Ooh, we are not. We can love each other so deep, but families don't get to excommunicate each other from seeing each other every day like you do with work."

Jeff: So when it comes to work, one of the things—and I shared this both at the Buckhead Church season and Gwinnett Church season—I shared with the staff, I feel like I'm going to stand before God someday and give an account of how I stewarded your time here. And I want it to be great. I hope you look back and say, "This is the best time I've ever had. I learned more, Jeff challenged me, encouraged me-

Annie: Better when they leave than when they got to us. Oh, I hope so.

Jeff: But when you're gone, you're not my person and I don't own you. Anytime I start seeing a leader throw around the word loyalty, and you're not loyal to me, I get a little hesitant about that. Now, that still hurts. I'm like, "You're leaving me." Always took me a little time when people would leave our church.

I remember hearing Mark Batterson say, "You never get used to people leaving your church." Because it's something personal, right?

Annie: Yeah. So when somebody leaves the staff, it's even more personal. And if they go to the church down the road, that's even more... like, What? No, you broke up with us, you know. But I think all of that is a great opportunity for the Lord to do some hard work to go, "Jeff, why are you really in this? Why are you really in this? Are you in this for you or are you in this for them?"

So you have to take the high road and you have to applaud them. And you know, staff departures can be tricky depending on the situation. Some you can be really honest about, Hey, they're actually going down the road, and some you can't. So there's all those dynamics that are so complicated.

And it gets even more complicated in the church setting because not only do they work here, but are they going to attend church here? So all of that is just so complicated. So that's why it's a real heart issue. But to go, "This really hurts." But to have somebody that you can process this with.

That's why my personal advisory board was so helpful because I could process stuff like this, that I wouldn't process publicly. You got to have somewhere that you can vent and say these things that just want to come out of you. And sometimes it really hurts. "I can't believe they would leave. Oh, my goodness." Then you work through it, then you take the high road. John Maxwell says, "The high road is a toll road, but it's worth the price."

Annie: Oh, man.

Jeff: So you got to take the high road.

Annie: Will you talk about personal integrity when it comes to moving on to what's next? Why does it matter if we don't have a secret life? Why does it matter if our sins are confessed to somebody who loves us? Why does it matter that our spiritual health is in alignment before we go to the next thing as best we can do?

Jeff: Of course. I actually have three counselors now. So there's the transition consultant, I have a mentor and a counselor and then I have the personal advisory board. I just know where I will take me if left to my own devices. And it'll eventually catch up with you if you're not processing this and confessing and saying, "Hey, here's what I'm thinking. Here's what I'm feeling." You're just having a trusted voice. Now, you shouldn't say this to everyone, but you need to say it to someone.

Annie: That's right. That's right.

Jeff: And what are some ones that can really let you know? And then have guardrails. I'm big believer in guardrails. I'm gonna have so many guardrails that it prevents me from getting over to a danger zone. There's just too much at stake. There's too much at stake for you not to have...

For example, John Woodall is another mentor of mine. And he says, when you say something out loud, it kind of loses half the power it has over you. So just go, "Hey, here's how I'm feeling." And so many times when you said, "Here's how I'm feeling," or back to our previous conversation, "This person is leaving and I'm so hurt." And on the other side for a person to go, "Me too. I would feel that way too." "Oh, you mean I'm not the only person in the world that has struggled with this?"

So hearing another person on the other side of you going, "I can understand. I may not have been in that situation but I could understand how you would feel that way," is really so, so helpful. I don't know why we feel like we have to hide as much. I know there's a lot at stake. Because if you're vulnerable, then you might think no one else will be vulnerable. But what I've experienced is when you're vulnerable, that gives people the permission to be vulnerable as well.

Annie: Yes. That's Jon Acuff quote of give the gift of going second.

Jeff: Right. Right. Right.

Annie: It's such a gift.

Jeff: Absolutely.

Annie: When it comes to confession, something someone said to me—I hope I get this correct—said, "Everyone doesn't need to know everything but someone should know everything."

Jeff: Right. Right.

Annie: So for me, there are two or three. I'm with you. And I love you talking about your advisory board because for those of us who aren't married yet, we don't have that first stop of like, here's the person. I don't have a Wendy that is my first stop where I say to him, "What do you think about this?"

But I do have that next circle that I go, "Should I? Do you feel good about this?" Is this the right...?" Even making the decision about how I'm going to handle my Fridays? I went to a couple of people and then came to my management team and said, "Here's what I think. What do you think?" They're, "Yes. Game on."

Jeff: And for me, it just helps to have another person who I respect and admire say, "This is what you should do? Even if you don't feel like doing it, Jeff, do this." "Okay, you told me to do something, because I trust you, I'm gonna move in this."

Like Bob Lewis is saying, "Don't fill up your calendar. Give some white space in your calendar." Okay, I don't feel like I should do that, but because he's done... and he was right.

Annie: So someone listening is saying, "Okay, Annie and Jeff, well, I went to my advisory board and I know what's next and I feel I've got the money, I'm emotionally healthy, I'm physically healthy, and my board said no." What do you do with that? What do you do when the people you trust don't agree with what you want to do?

Jeff: I would get really specific on why.

Annie: Okay.

Jeff: "So you say no. Is it a no forever or is it a no for 90 days or is it a no for six months? What are you saying no to? Is it no to the timing? Is it no to I'm gonna fail in this? Or is it a no for a larger reason?"

Annie: We don't think this or... Yes.

Jeff: Right.

Annie: So it's not like a king who's going to grant you or not grant you.

Jeff: They're not saying no-

Annie: And then walking away.

Jeff: That's not helpful. I actually had the opposite of that. I had all before these guys saying yes, and I'm like, "Really? Wait, what? What?"

Annie: "Why are you saying yes?"

Jeff: So they are, "You got to do this." And this was even when I was processing with a mentor and I was leaving Chick-fil-A. He was at Chick Fil A's, and I presented the whole Buckhead Church thing, and he goes, "Yeah, you gotta go."

I was hoping he would say no. "Do you know where Chick fil A is going?" But he said, "Nope, you got to do this." But if they say no, then I would get real specific on okay, "Why are you saying no? Is it a timing issue? Is it a gifting issue? What's there?" And then trying to get specific about why they're saying no to that?

Annie: The same thing when I was moving from Atlanta to Nashville, I told people hoping they would say no. And everyone was like, "Yeah, that sounds like it could be God." And I was like, "No."

Jeff: "Are you sure?"

Annie: "You aren't hearing the Lord?"

Jeff: And really that's so great, because I discovered that we're usually the ones we have to convince the most up.

Annie: Yes, no question. I think that's one of the reasons we have to tell people when we're starting to dream is if you don't tell people when you're starting dream and trust that no matter how the thing plays out—because you talk about dreams dying—no matter how the thing plays out, you have people you trust you can tell the pieces to. Or if I wouldn't have ever said, "I think I might move to Nashville" to those people, I could have kept that to myself for the last 14 years and still be teaching at Woodstock Elementary that I love and adore. I could still be there because I never said out loud the first thing.

Jeff: You and I are professional speakers. It took me a long time to say those words out loud, professional speaker, because I feel like that's arrogant or whatever. "People will laugh if I say that." The great thing about the season is now allow me to pursue a dream that I knew was me years ago, but I just was too hesitant to say it.

Annie: Wow.

Jeff: And I was down in Orlando speaking at something a few weeks ago. Before I stepped up there, I thought, "This is what I wanted to do. This is it." But it took a long time and different roads to get there. And to your earlier point, I'm not saying this is necessarily it. It could be something else. I don't know. But I want to keep growing and keep pursuing this. But I just was so hesitant to say, "I want to be a professional speaker." And I don't know why that is.

Annie: Jeff, I am having this memory right now for the first time... Well, not for the first time. But summer of 2005, maybe 2006, I was in Scotland helping lead a summer camp. I had spoken that night. And I walked outside and I said, "God, if you would ever make a way for this to be my job."

Jeff: Wow.

Annie: And I was still teaching school, I hadn't written a book, I hadn't written anything. I just remember thinking, "If there was ever a world where this is the dream job." That was years ago.

Jeff: That is so important. This is so important for your listeners to understand this point. Because whether it's speaking or whatever it may be, you think that in that moment when Annie went out and said, "God help me to be a speaker," that she got an email two weeks later and then the rest is history. No, no, no.

So the fast track is slower than you think. And that's a good thing. Because what I discovered is there's so many ups and downs and struggles and defeats and disappointments and ups and downs that make me a better communicator now because I can relate more to the audience than I did when I was really younger.

So I think it's a really important point for us to say when you walk out there in Scotland and go, "God, will you do this?" I think God said yes. Now we got a pathway to get there.

Annie: He said, "Yeah, I'll call you in 20 years."

Jeff: I don't like this quote, but it's so true. And the reason I don't like it is because of my kids... because I don't want them to experience this. But you know, it's Chuck Swindoll quote. He's a pastor. He says, "When God wants to use a person, He takes he or she and he crushes them first."

Annie: That's good.

Jeff: And that crashing is so important. Now, the great thing about crashing is sometimes God crushes us to prevent a larger crashing.

Annie: That's right.

Jeff: This is why, back to your earlier-

Annie: He always does.

Jeff: Absolutely. Back to your earlier point about confession or difficult situations, when you go through the crushing season and you got to a counselor and go, "Hey, this is what I was feeling," that's a crushing. But it's hey, that's a good crashing because it's preventing a larger crushing that can really bring the whole thing down.

Annie: That's right.

Jeff: Anyway, back to the Scotland story, it's so important for you. I mean, I'd like to ask you too. You're in Scotland, you spoke, you felt that gifting. What did you do with that like over the next year? Did you just think about it, pray about it?

Annie: I thought about it. I think I taught once at our student ministry when the youth pastor was sick. But I thought about it. At the time I taught high school Sunday school. And so I had opportunities to practice my gifting in important but smaller audience way. And I kept teaching Sunday school.

I certainly didn't Google how to become a professional speaker or anything like that. I just thought, "God, if you could make a way for this to be my life."

Jeff: But I love the fact that you took advantage of the opportunities that came your way. So for example, my son Cole is interning at a church in Atlanta and he's had the chance to preach three or four times in front of this youth group. And I've told him, "Hey, this is a wrap. It's a wrap."

Annie: You gotta get wrap.

Jeff: He came home Sunday night, and I said, "How'd it go?" "Well, I felt like this was good. I feel like I could have done better." By the way, that's every communicator's story. But it's a wrap. You're getting better. Keep working hard on your craft." Right?

Annie: Yes.

Jeff: So I say all that to say part of this whole journey, part of it is if it seems like it's taking you longer than everyone else, it's because you don't know everyone else's real story.

Annie: That's right. That's exactly right. Man, Jeff, we could just do this forever. *What to Do Next* is the book. Is there anything we didn't say about that you wanna make sure we say?

Jeff: Yes. The reason your quote is on the back is because it's gonna help sell the book better.

Annie: I hope so. I hope so. That is why I only endorse books that I read and really believe in.

Jeff: Well, I would say this. My website, jeffhenderson.com, there's a free assessment. It's called the Career Risk Assessment.

Annie: Oh, wow.

Jeff: And it gives you a red light, yellow light, or green light. Now red light doesn't mean you failed and a green light doesn't mean you need to leave. But it gives you an idea of where I am on the continuum.

Annie: Wow.

Jeff: So even for those folks who would say, "I'm not thinking about doing anything next," it's just helpful to give you a lay of the land. Particularly for those that are married and in a relationship, you've got one person who they like risk and one person that like security. This assessment gives them an opportunity to go, "Hey, look, here's the work we have to do."

Annie: Wow. And whether they do that or not, one of the things you have to do is to find reality. Where am I? That allows you to go, "Okay, now I know where I am and now I know where I need to go." But also my cell phone is in the books, so text me and let me know how I can help.

Annie: That is really generous of you. And it is really your phone number.

Jeff: It is.

Annie: It blows my mind. Those people who do that are just so generous and so available. So thank you for doing that.

Okay, the last question I always ask. Because the show is called That Sounds Fun, Jeff Henderson, tell me what sounds fun to you today.

Jeff: What sounds fun to me is what I'm doing. So Jesse met me and Wendy in town and we went to a restaurant last night. Can I say the name of the restaurant?

Annie: Yeah, of course, we would love for you to.

Jeff: Bourbon Steak-

Annie: Oh, ain't it great?

Jeff: ...at JW Marriott.

Annie: Yes. It's so good.

Jeff: And then being in Nashville, coming to see you and being with Jesse, that sounds fun.

Annie: Thank you. I feel the same. I just need y'all to like buy a place here. You're spending too much time to keep staying in hotel.

Jeff: Oh, my goodness, Nashville is grow... I mean, I was at this hotel this morning and looking at these two big cranes outside this hotel. Y'all are blowing up over here.

Annie: That's right. I keep saying that cranes are signs of revival for our town because somebody 100 years ago prayed that God would grow Nashville, and He's answering. They just didn't say fill the downtown with cranes.

Jeff: And I'm so grateful that the Lord has positioned you here and your team here. It's really fun to see what's happening. So I'm cheering you on.

Annie: Oh, I believe it. It means a lot to me. Thank you.

[00:59:09] <music>

Outro: Oh, you guys, isn't he just the best? Jeff Henderson for President of everything, of the world? Can we just make him president of the world?

Hey, be sure to get your copy of *What to Do Next* and get like eight copies. Just get a few to have on deck whenever someone says, "I'm thinking about moving," or "I'm thinking about getting a new job," or "do you think I should stay at this position I'm in?" Yeah. Have a book ready. Have a book ready to hand them. *What to Do Next* is the title.

And make sure you're following Jeff on social media. Tell him thank you so much for being on the show again.

Hey, don't forget to get in our big group of Chase the Funers. Just sign up at the link in the show notes.

If you need anything else from me, you know I'm embarrassingly easy to find. It's just true, I am. Annie F. Downs on Instagram, Twitter, Facebook. All the places you may need me, except TikTok, that's how you can find me.

And I think that's it for me today, friends. Go out or stay home and do something that sounds fun to you. I will do the same. Today what sounds fun to me is going swimming. I just haven't been swimming in a couple of weeks and I would love to cool off. So that's what sounds fun to me. I hope some of y'all are getting some time in the pool this week.

Y'all have a great week. We'll see you back here tomorrow with a little drop in surprise. Yes, tomorrow. And then we'll also be here on Thursday with the lovely and brilliant, Deborah Liu. See you guys tomorrow.