

FROM THE DIRECTOR OF SOUL SURFER

BASED ON THE
INCREDIBLE TRUE STORY

SOUL ON FIRE

*You Get One Life.
Make Yours Matter.*

BUSINESS LEADERS
DISCUSSION GUIDE

EXCLUSIVELY IN THEATERS OCTOBER 10

SOUL ON FIRE

BUSINESS LEADERS DISCUSSION GUIDE

FILM OVERVIEW

Directed by Sean McNamara (Soul Surfer, Reagan) and inspired by John O’Leary’s bestselling memoir *On Fire*, **SOUL ON FIRE** tells the true story of a boy who survived a near-death accident and went on to live a life defined by resilience, purpose, and extraordinary influence. What began as a tragedy became a testimony—shaped by family, community, mentors, and a relentless pursuit of meaning.

For professionals, leaders, and entrepreneurs, John’s story is more than survival—it’s about how values, perseverance, and relationships fuel success and legacy.

THIS DISCUSSION GUIDE

This guide is designed for individuals and groups to reflect on the themes of **SOUL ON FIRE** through the lens of leadership, resilience, and purpose. It can be used for individual reflection, leadership teams, corporate retreats, or professional groups after seeing the movie. To view the trailer and see where you can watch **SOUL ON FIRE**, visit the website at *SoulOnFireMovie.com*.



DISCUSSION ONE

PURPOSE & MOTIVATION

ILLUSTRATION

Early in the film, John struggles to understand why he survived when the odds were against him. Later, he realizes his purpose isn't just survival but living a life that inspires others to find meaning in their own challenges.

KEY TAKEAWAY

Success without purpose is empty. True motivation comes not from fear or pressure, but from living with clarity about why we do what we do.

REFLECTION QUESTIONS

1. What fuels your professional journey—fear of failure, recognition, financial security, or a deeper purpose?
2. How do you return to your “why” when facing high-pressure seasons?
3. How can purpose-driven leadership inspire teams more than performance-driven leadership?



DISCUSSION TWO

LEADERSHIP UNDER PRESSURE

ILLUSTRATION

During John's long recovery, his parents modeled leadership under pressure—his father offering unconditional love and his mother refusing to lower expectations, teaching John that resilience is forged through high standards, even in suffering..

KEY TAKEAWAY

Pressure can either refine leaders or consume them. Resilient leaders transform hardship into growth opportunities—for themselves and their organizations.

REFLECTION QUESTIONS

1. Think of a season when you faced professional “fire.” What did it reveal about your leadership?
2. How do you balance transparency about challenges with the responsibility of inspiring confidence in your team?
3. In what ways can setbacks create breakthroughs in business strategy or culture?



DISCUSSION THREE

COMMUNITY & INFLUENCE

ILLUSTRATION

Hall of Fame announcer Jack Buck invested deeply in John, encouraging him through personal visits and gifts when John needed hope most. This act of influence rippled throughout John’s career and life, demonstrating how one leader’s presence can change everything.

KEY TAKEAWAY

No leader succeeds alone. Influence grows when we invest in others, receive encouragement, and build communities of support.

REFLECTION QUESTIONS

1. Who has played the role of “Jack Buck” in your career—someone who showed up and invested in you unexpectedly?
2. What role does mentorship, encouragement, or networking play in sustaining resilience?
3. How can you as a leader build a culture that lifts people up during adversity?



DISCUSSION FOUR

RESILIENCE & RENEWAL

ILLUSTRATION

In a pivotal moment, John admits to hiding behind his scars and choices, but through encouragement and faith, he learns to transform pain into passion. His resilience doesn't come from avoiding hardship but from finding renewal through it.

KEY TAKEAWAY

Burnout happens when the fire consumes us. Renewal happens when the fire refines us. Resilience is not just about pushing through, but also about creating rhythms that restore purpose and energy.

REFLECTION QUESTIONS

1. Have you ever experienced burnout? What helped you recover—or what do you wish you had done differently?
2. In your workplace, what practical steps could leaders take to create a healthier culture that prevents burnout and encourages renewal?
3. How might integrating resilience practices shape the long-term success of your career or business?

CONCLUSION

John O'Leary's story in **SOUL ON FIRE** reminds us that leadership is not about titles, positions, or recognition—it's about purpose, resilience, and influence. Like John, every professional will face challenges that could either define or refine them. The question is this: will we allow the fire to burn us out, or will we let it ignite a vision that inspires others?

Take a moment to reflect: What is one area of your professional life where you need to rekindle purpose, resilience, or influence?