

Are you fueling their fire, or *draining it?*

> *Gifting used energizes & OVERFLOWS.*
> *Misaligned roles EXTRACT limited supply.*

When people operate out of their natural gifting, they freely give. Misaligned roles extract from them.

The difference isn't effort. It's whether the work is aligned with who they actually are.

This isn't about competence. Someone can be highly skilled at something and still feel it slowly wearing them down, because the role asks them to work against their design.

Skilled people in the wrong seat can still perform. They just can't sustain it — and eventually, they burn out.

Researcher Christina Maslach's decades of burnout research found the same thing: it's rarely just workload. A mismatch between the person and the role predicts burnout on its own.

Fit isn't a soft metric. It's the difference between a team that runs on overflow and one that's quietly running on empty.

Alignment isn't a bonus. It's what makes sustainable performance possible.

At Boaz Strategic, our Encounter Workshop helps teams discover their gifting and align to it.