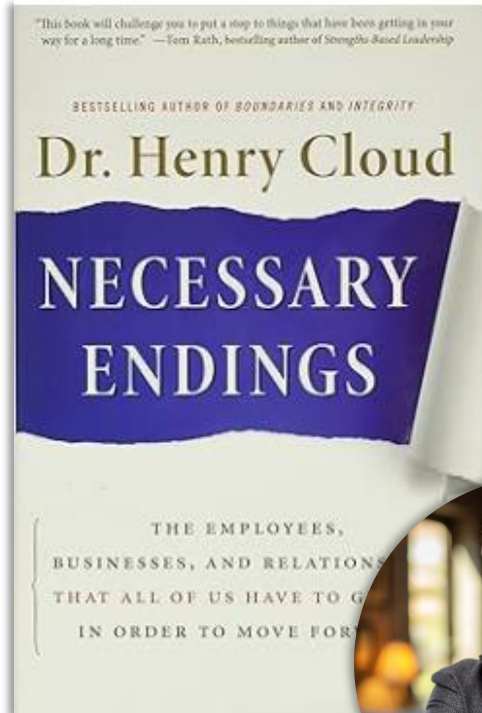


# Book Review Series



## Necessary Endings Dr. Henry Cloud

Reviewer:

Bethany Cleveland, PhD

Alabama Cooperative Extension System



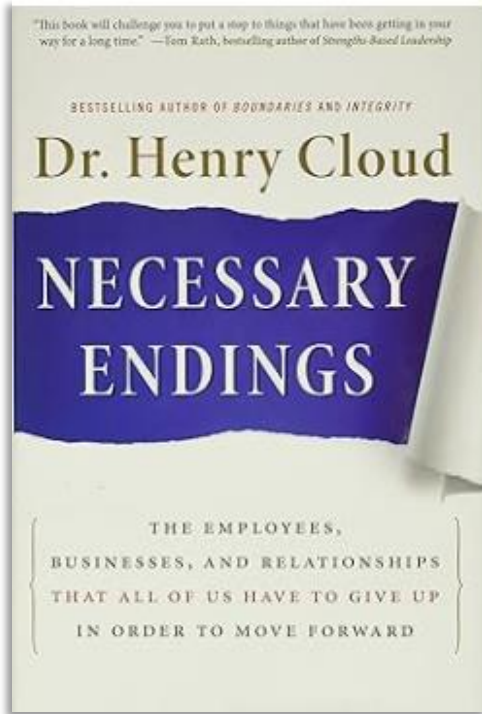
LEADERSHIP LUNCH & LEARN

UofA DIVISION OF AGRICULTURE  
RESEARCH & EXTENSION  
University of Arkansas System

Southern Region  
Program  
Leadership  
Network  
Cooperative Extension System

# Book Review Series

## Overview



- *Necessary Endings* argues that **growth and success require letting go** of relationships, habits, and situations that are no longer serving us.
- Dr. Henry Cloud uses **psychology, business, and personal development** principles to guide readers through the emotional and strategic process of healthy endings.

# Key Concepts

## Book Review Series

### The Pruning Metaphor:

- Just like in gardening, we must prune the good, the sick, and the dead in our lives to thrive.
- Not everything that's "good" should be kept—sometimes "good" is the enemy of "best."

### The Three Types of People:

- **Wise** – Accept feedback and change.
- **Foolish** – Resist correction, require consequences rather than conversation.
- **Evil** – Intend harm and must be avoided or removed.

### Hope vs. Reality

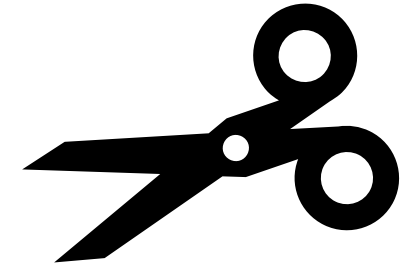
- False hope delays necessary endings.
- Ask: *"What is the reason to think tomorrow is going to be different?"*

### Getting Past Resistance

- Many people stay stuck due to fear of conflict, guilt, or the pain of change.
- Emotional courage is required to do what is right for long-term growth.

### The Life Cycle of Everything

- Everything has a season; clinging to what's past its time only breeds dysfunction.
- Learn to discern when something is fixable vs. when it's over.

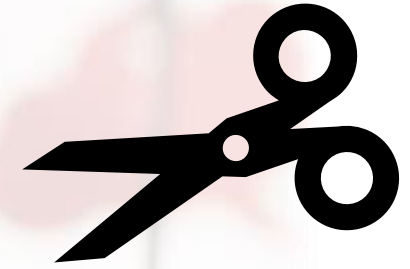


# The Pruning Metaphor

*“In pruning, a gardener intentionally cuts off branches and buds that fall into three categories: the healthy but not best, the sick, and the dead.”*

## Deeper Insight:

- Not everything we invest in is meant to stay. Even healthy things—projects, people, roles—can take up energy that should go to what matters most.
- Letting go of what is “good enough” makes space for what is transformative.
- The sick must be evaluated: can they recover? If not, it’s time to release them.
- The dead are the easiest to identify but often the hardest to cut because of emotional ties.



## Reflection

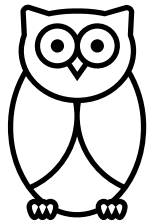
- What in your life is healthy but distracting from your core priorities?
- Are there any situations that feel sick or draining—and have shown no signs of healing despite effort?
- What “dead weight” are you still carrying out of guilt, loyalty, or fear?



## Book Review Series

# The Three Types of People

***“You cannot deal with everyone the same way and expect change.”***



**Wise people**  
adjust  
behavior  
based on truth  
and feedback.  
Invest in  
them.



**Foolish people**  
deny, deflect, or  
rationalize  
feedback. They  
need  
consequences,  
not  
conversation.



**Evil** people  
intend to harm,  
manipulate, or  
undermine.  
They must be  
avoided or  
removed  
altogether.

This framework helps remove guilt: if someone isn't changing, it may be because you're using the wrong tools—or giving energy to someone unwilling to change.



## Reflection

- Who in your life has shown **wise, humble, teachable behavior**?
- Who continues the same destructive patterns despite conversation?
- Have you ever justified staying connected to someone *hoping* they'd change?



## Hope vs. Reality

***“You can’t grow without hope. But hope must be based in reality.”***

Deeper Insight:

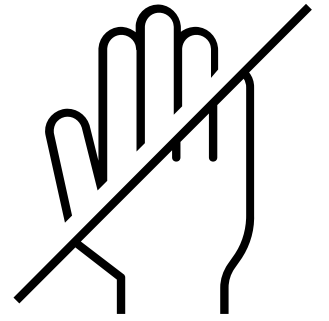
- We often stay too long in situations because we’re addicted to potential.
- Cloud asks: *“Is there objective reason to believe that tomorrow will be different?”*
- True hope includes evidence of change – otherwise, it’s fantasy keeping you stuck.





## Reflection

- What are you hoping for right now? Is there any real change supporting that hope?
- How do you differentiate between faith in growth and denial of reality?
- What is it costing you to stay in false hope?

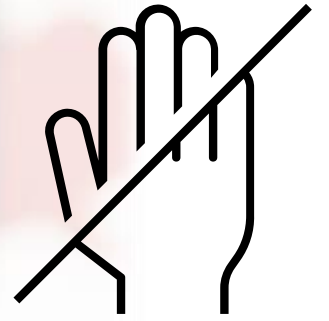


# Getting Past Resistance

*“The pain of change is often what people fear more than the reality of their situation.”*

Deeper Insight:

- We avoid endings to dodge discomfort – fear of being alone, being judged, causing hurt, or starting over.
- This resistance can be unconscious: procrastination, excuses, or emotional paralysis
- Cloud encourages building emotional stamina and treating hard endings as acts of maturity.



## Reflection

- What emotions or fears show up when you imagine letting go?
- How do you tend to avoid endings – by rationalizing, delaying, or distracting.
- What's one small ending you could practice this week?



# The Cycle of Everything

*“Every business, relationship, and dream has a season. Knowing when the season has passed is wisdom.”*

Deeper Insight:

- Everything follows a life cycle: birth, growth, maturity, decline, and death
- Problems arise when we try to force resurrection instead of accepting endings as part of life.
- Endings are not failures – they’re thresholds

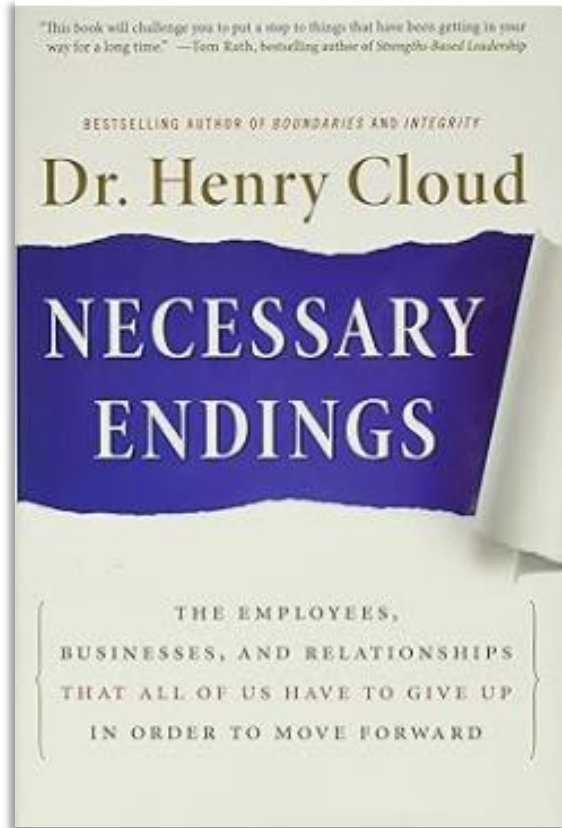


# Reflection

- What in your life has already passed its prime, but you're trying to revive?
- What would become possible if you accepted that something was complete?
- Are you holding on because it's meaningful – or because it's familiar?



## Book Review Series



# Recap, Insights, Possible Applications & Final Reflection

# Recap of Key Concepts

## Book Review Series

### The Pruning Metaphor:

- Just like in gardening, we must prune the good, the sick, and the dead in our lives to thrive.
- Not everything that's "good" should be kept—sometimes "good" is the enemy of "best."

### The Three Types of People:

- **Wise** – Accept feedback and change.
- **Foolish** – Resist correction, require consequences rather than conversation.
- **Evil** – Intend harm and must be avoided or removed.

### Hope vs. Reality

- False hope delays necessary endings.
- Ask: *"What is the reason to think tomorrow is going to be different?"*

### Getting Past Resistance

- Many people stay stuck due to fear of conflict, guilt, or the pain of change.
- Emotional courage is required to do what is right for long-term growth.

### The Life Cycle of Everything

- Everything has a season; clinging to what's past its time only breeds dysfunction.
- Learn to discern when something is fixable vs. when it's over.

## Psychological & Emotional Insights

- Discusses **codependency**, **avoidance**, and **attachment to potential**, all of which can keep us stuck.
- Helps reframe endings as **acts of wisdom and health**, not failure or betrayal.

## Applications

- In **business**: Letting go of underperforming employees, outdated strategies, or toxic workplace culture.
- In **personal life**: Ending relationships, changing habits, or leaving old dreams behind.
- In **spiritual/inner work**: Releasing identities, expectations, or inner narratives that limit growth.

## Final Reflection

- Endings are not just decisions – they are invitations into growth, integrity, and alignment.
- Endings are not signs of failure, they are sacred thresholds – requiring grief, courage, and clarity.



## Book Review Series



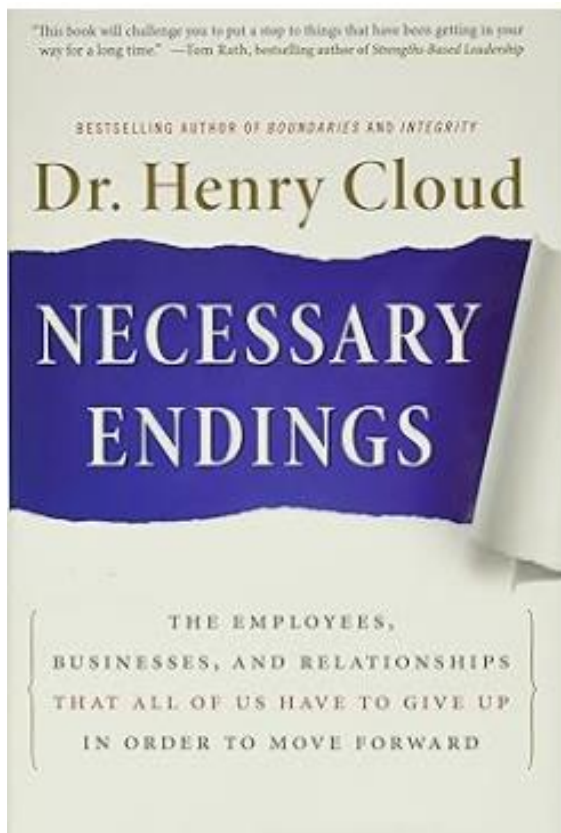
<https://www.youtube.com/channel/UCXxpIO2WuYhm2-EFGtgRBJw>

**LEADERSHIP LUNCH & LEARN**

**UofA** DIVISION OF AGRICULTURE  
RESEARCH & EXTENSION  
University of Arkansas System

Southern Region  
**Program  
Leadership  
Network**  
Cooperative Extension System

# Resources



## Book Review Series

amazon Delivering to Auburn 36830 Update location

Search: necessary endings henry cloud

books Categories New & Trending Deals & Rewards Best Sellers & More Memberships More Your Books

Shop portable fans

Books > Religion & Spirituality > Christian Books & Bibles > Christian Living > Self Help

**Necessary Endings: The Employees, Businesses, and Relationships That All of Us Have to Give Up in Order to Move Forward** Hardcover – January 18, 2011  
by Henry Cloud (Author)  
4.7 ★★★★★ 2,649 ratings See all formats and editions

**Save \$12**

"If you're hesitant to pull the trigger when things obviously aren't working out, Henry Cloud's *Necessary Endings* may be the most important book you read all year." —Dave Ramsey, *New York Times* bestselling author of *The Total Money Makeover*

"Cloud is a wise, experienced, and compassionate guide through [life's] turbulent passages." —Bob Buford, bestselling author of *Halftime* and *Finishing Well*; founder of the Leadership Network

Henry Cloud, the bestselling author of *Integrity* and *The One-Life Solution*, offers this mindset-altering method for proactively correcting the bad and the broken in our businesses and our lives. Cloud challenges readers to achieve the personal and professional growth they both desire and deserve—and gives crucial insight on how to make those tough decisions that are standing in the way of a more successful business and, ultimately, a better life.

Report an issue with this product or seller

**Follow the author**

Henry Cloud Follow

Print length 238 pages Language English Publisher Harper Business Publication date January 18, 2011

See all details

**Inner Excellence: Train Your Mind for Extraordinary Performance and the Best Possible Life** by Jim Murphy  
★★★★★ 2,253 | \$13.98 ✓prime | Paperback  
Shop now

**Buy new:**  
-51% \$14.57  
List Price: \$29.99

Get Fast, Free Shipping with Amazon Prime  
FREE Returns

FREE delivery Saturday, May 24 on orders shipped by Amazon over \$35

Or Prime members get FREE delivery Wednesday, May 21. Order within 8 hrs 21 mins. Join Prime

Delivering to Auburn 36830 - Update location

**In Stock**

Quantity: 1

Add to Cart Buy Now

Ships from Amazon.com  
Sold by Amazon.com  
Returns 30-day refund/replacement

