

FIT Leadership Intro Lesson — Facilitator Guide

Faithful · Intentional · Teachable

Optional Lesson — Discussion-Based Format

Trainer Overview: *This optional introduction lesson provides a discussion-based overview of the FIT leadership framework. Sections are labeled CORE, OPTIONAL, and EXTENDED so facilitators can adapt based on time, group size, and leadership context.*

HOW TO USE THIS LESSON

This lesson is modular and flexible.

- CORE sections – essential discussion and concepts (can stand alone)
- OPTIONAL sections – deepen understanding and reflection
- EXTENDED sections – ideal for retreats, workshops, or longer trainings

Timing Options:

Short: CORE only (25–30 minutes)

Standard: CORE + 1–2 OPTIONAL (35–45 minutes)

Extended: CORE + OPTIONAL + EXTENDED (60–75 minutes)

Facilitator Notes:

- Discussion is the priority. Encourage honesty, reflection, and grace-centered conversation.
- Sections labeled “Facilitator Wrap-Up” highlight key ideas the discussion should land on.
- Facilitators are encouraged to use their own words, examples, and leadership style.

OPENING (CORE | 5–7 MIN)

Facilitator Introduction Line: *“When God invites someone into leadership, He is not calling them to perfection—but to growth. As leaders, we will make mistakes, face challenges, and encounter moments that stretch us beyond our comfort zones. Yet God is always at work in and through us. Today we will explore the qualities of a Christian leader and how to develop these characteristics as we lead.”*

Opening Prompts:

1. When you hear the word leadership, what comes to mind first?
2. Who has been the most spiritually impactful leader in your life, and why?

Facilitator Wrap-Up — Make sure participants understand:

- Leadership is a process of growth, not a position of perfection.
- God uses leadership to shape a leader's character, faith, and dependence on Him over time.
- Christian leaders will make mistakes but are called to keep growing and responding faithfully to God.
- The FIT framework describes the posture of a healthy Christian leader, not a checklist to complete.

SECTION 1: SPIRITUAL GROWTH & LEADERSHIP (CORE | 8-10 MIN)

Read: 1 Timothy 4:7-8

Discussion Questions:

1. Why do you think Paul connects training with godliness?
2. According to this passage, why is spiritual training of great value?
3. How does someone actively train spiritually?
4. Why is spiritual growth especially important for those who lead others?

Facilitator Wrap-Up:

- God calls leaders to intentionally train their hearts and minds.
- Spiritual maturity does not happen by accident.
- Leadership magnifies influence—growth in godliness impacts others.
- Growth flows from faith in Christ, not works or performance.

SECTION 2: GROWTH VS. PERFECTION (CORE | 7-8 MIN)

Read: Philippians 1:6

Discussion Questions:

1. Why do people often associate leadership with spiritual maturity or having everything figured out?
2. How can the pressure to appear “put together” affect the way leaders act, grow, or ask for help?
3. According to Philippians 1:6, who begins the work of spiritual growth in us, and who brings it to completion? Why is recognizing this important?
4. Philippians 1:6 describes growth as ongoing. What does it mean that God is still working in us? How has that process looked in your own life?

Facilitator Wrap-Up:

- Leaders are not expected to be perfect in order to be effective.
- God initiates and sustains spiritual growth; leaders are responsible for responding faithfully.

- *Humility, repentance, and perseverance matter more than appearing flawless.*
- *Leadership is about direction and growth, not spiritual arrival.*

SECTION 3: INTRODUCING F.I.T. (CORE | 10 MIN)

Explain F.I.T.:

Faithful: Showing up consistently and staying committed, even when it's hard, unseen, or inconvenient. *One-sentence definition: Faithful leaders are steady, dependable, and committed over time.*

Intentional: Leading with purpose. Intentional leaders think ahead, prepare their hearts, and give focused effort. *One-sentence definition: Intentional leaders choose purpose and preparation over autopilot.*

Teachable: Having a humble posture open to learning, feedback, and correction. *One-sentence definition: Teachable leaders stay humble, open, and willing to grow.*

Discussion Questions:

1. Which FIT quality feels most natural to you right now?
2. Which one feels most challenging?
3. Why do you think these three qualities matter in leadership?

Facilitator Wrap-Up:

- *FIT is a framework for spiritual formation in leadership.*
- *Growth comes from consistent habits, not perfection.*
- *These qualities describe postures, not achievements.*
- *Leaders grow as they cultivate faithfulness, intentionality, and teachability over time.*

SECTION 4: SPIRITUAL FITNESS & DAILY CHOICES (OPTIONAL | 7-10 MIN)

Read: John 15:4–5

Discussion Questions:

1. According to John 15:4–5, who must we stay connected to in order to produce spiritual fruit in daily life and leadership?
2. Why is it important to recognize the relationship Jesus describes before focusing on the “how-to” practices of spiritual growth?
3. What practices tend to support spiritual growth in leaders?
4. What habits or attitudes can quietly hinder spiritual fitness?

Facilitator Tip: *If participants seem confused by the word “abide,” explain it as staying connected to Jesus through trust, prayer, and dependence—not just spiritual disciplines alone.*

SECTION 5: RUNNING THE RACE (OPTIONAL | 8-10 MIN)

Read: Hebrews 12:1; Philippians 3:14–15

Discussion Questions:

1. Why should we view leadership as more of a marathon than a sprint?
2. What distractions commonly pull leaders off course? How can leaders fight these temptations?
3. How does keeping an eternal perspective shape leadership decisions today?

Facilitator Wrap-Up:

- Leadership is a long-term journey, not a short-term achievement.
- Staying focused matters more than speed.
- An eternal perspective helps leaders prioritize wisely and follow Jesus as the ultimate prize.

SECTION 6: READINESS FOR LEADERSHIP (CORE | 7-8 MIN)

Read: Luke 16:10

Discussion Questions:

1. According to this verse, what does it mean to be “ready” for leadership?
2. How does being faithful in small responsibilities show God that you are ready for bigger ones?
3. Why is perseverance—consistently following through—more important than perfection?
4. How might a leader’s focus on small, faithful actions build trust with God and others?

Facilitator Wrap-Up:

- Readiness for leadership is proven through faithfulness in small tasks.
- Perseverance matters more than perfection; God seeks steady faithfulness, not flawless performance.
- Leadership is about trust and responsibility—demonstrating reliability in little things prepares leaders for greater opportunities.

SECTION 7: PERSONAL REFLECTION & PRAYER (EXTENDED | 10-15 MIN)

Read: Psalm 139:23–24

Independent Reflection Prompts:

1. Which FIT quality do I most need to grow in right now?
2. How does God reveal areas for growth when I pause and reflect on His work in my life?

Group Prayer:

- Thank God for His grace
- Ask for humility, perseverance, and teachability
- Pray for faithfulness in leadership influence

CLOSING TRANSITION (CORE | 3-5 MIN)

Option 1 – Full Lesson Close:

Facilitator Closing Line: *“F.I.T. leadership is not about arriving at perfection—it’s about leaning into God’s work in you, every day, in every role He’s placed you in.”*

Facilitator Wrap-Up — Make sure participants leave knowing:

- Leadership growth is ongoing; God shapes leaders over time.
- FIT describes the posture of a healthy leader, not a standard to master.
- God uses daily choices, experiences, and challenges to form leaders who impact others for His kingdom.

Option 2 – Transition to FIT Guides:

Facilitator Closing Line: *“F.I.T. leadership is about direction, growth, and posture. In the next sessions, we’ll explore these qualities more deeply through Scripture and personal reflection.”*

REFLECT & CONNECT

As you close this lesson, invite leaders to carry one thought with them: growth is not optional for those called to lead. God is always at work in willing hearts.