

FIT Growth & Reflection: Mentor Discussion Guide

Faithful · Intentional · Teachable

For use after completing the FIT Leadership Guide: Growth & Reflection

Purpose: *These discussion questions help mentors and sponsors guide leaders through meaningful reflection on their growth in Faithful, Intentional, and Teachable leadership. Use this guide after a leader has completed the FIT Leadership Guide: Growth & Reflection.*

Two formats are included. Choose the one that fits your time and context.

CHOOSING YOUR FORMAT

Option 1 — Full Discussion (45–60 minutes):

Best for scheduled one-on-one mentoring sessions or small group debriefs. Covers all three FIT qualities, growth plan review, and accountability planning in depth.

Option 2 — Short Discussion (20 minutes):

Best for a focused check-in when time is limited. Hits the highest-impact questions from each section without sacrificing meaningful conversation.

Mentor Tip for both formats: Encourage honest reflection rather than “right answers.” Celebrate progress, ask follow-up questions that help leaders think more deeply, and always close in prayer.

Option 1 — Full Discussion (45–60 minutes)

FAITHFUL

1. Where have you seen faithfulness growing in your life or ministry recently?
2. What situations have tested your consistency or dependability?
3. How does reflecting on Jesus' faithfulness encourage you in your leadership?

INTENTIONAL

1. Where have you been most intentional with your time, relationships, or responsibilities?
2. Where do you sometimes drift into autopilot?
3. How has reflecting on Jesus' intentionality shaped the way you approach leadership or ministry?

TEACHABLE

1. What is something God has been teaching you recently?
2. How open have you been to feedback, correction, or new perspectives?
3. How does Jesus' humility influence your willingness to learn and grow?

REVIEWING YOUR FIT GROWTH PLAN

1. Which goal feels most important for you to focus on this month?
2. What progress have you already made toward these steps?
3. What challenges might make these goals difficult to follow through on?

ACCOUNTABILITY & NEXT STEPS

1. Who will help keep you accountable to these goals?
2. When will you check in with them about your progress?
3. What is one step you will take this week to stay on track with your monthly goals?

OPEN QUESTIONS

Do you have any questions about these topics or how they apply to your role as a leader?

Mentor Tips:

- Encourage honest reflection rather than "right answers."
- Celebrate progress and growth.
- Ask follow-up questions that help leaders think more deeply.
- Pray together and ask God for wisdom, perseverance, and growth.

Option 2 — Short Discussion (20 minutes)

UNDERSTANDING THE GUIDE

1. After going through the guide, how would you describe FIT leadership to someone else?
2. Why do you think these qualities—faithful, intentional, and teachable—are important in leadership?

PERSONAL REFLECTION

1. Which section of the guide was most impactful for you during your reflections?
2. What stood out or challenged you the most?

REVIEWING YOUR GROWTH PLAN

1. Looking at the FIT Growth Plan you wrote in this guide, which goal will you focus on most this month?
2. What is one practical step you will take to begin working toward that goal?

ACCOUNTABILITY

1. Who will help keep you accountable to this goal?
2. When will you check in with them about your progress this month?

OPEN QUESTIONS

Do you have any questions about FIT or how it relates to your leadership role?

Mentor Tips:

- Keep the conversation focused; aim for about 5 minutes per section.
- Encourage honesty, even about struggles.
- Ask clarifying follow-up questions when helpful.
- End with a brief prayer asking God for wisdom, humility, and growth.

CLOSING VISION

As you grow in faithfulness, intentionality, and teachability, remember that leadership is ultimately about serving others and pointing them to Jesus. God is shaping you not just as a leader but as a disciple—and that work never stops.

REFLECT & CONNECT

Close your time together in prayer. Thank God for His faithfulness in this leader's life, ask for continued growth in all three FIT qualities, and pray specifically for the goals they've identified in their growth plan.