

# How to Use the F.I.T. Leadership Guides

Faithful · Intentional · Teachable

*A guide for trainers, sponsors, and ministry leaders*

## OVERVIEW

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The F.I.T. Leadership Guides are designed to help Christian leaders grow in Faithful, Intentional, and Teachable qualities. These guides provide Scripture study, reflection, and discussion to help leaders develop character, spiritual maturity, and practical ministry skills. The curriculum includes four components. Each is described below so you can choose the right starting point for your context.

## FIT LEADERSHIP INTRO (OPTIONAL LESSON)

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**Purpose:** This discussion-based lesson establishes a shared foundation of leadership, spiritual growth, and the FIT framework before participants begin the individual guides. It is designed to be used as a standalone intro session — not a required prerequisite.

**How It Fits:** This lesson is optional. It can be used before assigning either FIT guide or as a standalone leadership training. Leaders who go through it will engage the guides with greater clarity, humility, and purpose.

**Format & Flexibility:** 25 minutes — discussion-based, no prep required for participants.

### Works well for:

- Leadership kickoff meetings
- Retreats or workshops
- New leader onboarding
- Ministry-wide vision alignment

*Implementation Tip: Use this lesson to introduce shared language and expectations around growth before leaders begin working through the guides on their own. It sets the tone without front-loading too much content — the guides do the deeper work.*

## 1. FIT LEADERSHIP GUIDE: FOUNDATIONS

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**Purpose:** This guide introduces leaders to the FIT qualities and provides structured study with Scripture, reflection, and discussion. It establishes the framework and expectations for growth.

### **Key Features:**

- Scripture study
- Consider, Study, Reflect, and Pray sections
- Discussion prompts for group or one-on-one facilitation
- Emphasis on understanding the “why” behind each trait

### **Implementation Tips:**

- Use at the beginning of the year to establish expectations, shared understanding, and a growth-oriented leadership posture.
- Guides may be completed independently as preparation and discussed later, or worked through alongside a ministry trainer or sponsor.
- Encourage group discussions to help participants explore how FIT traits apply to their specific ministry roles.

## 2. FIT LEADERSHIP GUIDE: GROWTH & REFLECTION

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**Purpose:** This guide is designed for personal reflection, goal-setting, and ongoing growth. It is ideal for mid-year or quarterly check-ins.

### **Key Features:**

- Short Scripture reflections with practical application
- Focus on Jesus as our example for each trait
- Sections for personal faith and ministry reflection
- Encourages leaders to set practical steps for growth and accountability

### **Implementation Tips:**

- Use as a follow-up to the Foundations guide, allowing leaders to reflect on what they've learned and how they've grown.
- Leaders can complete it independently, journaling responses and creating actionable growth steps.
- Sponsors or trainers can review growth plans periodically to encourage accountability.
- Can also be used as a stand-alone devotional for individual leaders or small groups.

### 3. USING BOTH GUIDES TOGETHER

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#### Sequential Approach:

- Start the year with the Foundations guide to lay the groundwork and establish shared language.
- Mid-year, introduce the Growth & Reflection guide for personal assessment, goal-setting, and accountability.
- Optional: Revisit discussion sections from the first guide during mentoring check-ins.

#### Key Considerations:

- Both guides are adaptable for teens through adult leaders.
- The Foundations guide emphasizes learning, discussion, and establishing posture for growth.
- The Growth & Reflection guide emphasizes application, personal reflection, and ongoing spiritual formation.
- Both guides work well in one-on-one mentoring, small groups, or full leadership teams.

#### REFLECT & CONNECT

*As you use these guides with your team, remember that the goal is not perfection but a posture of growth. God uses the process of faithful leadership to shape both the leaders you train and your own heart as a trainer.*