

FIT Leadership Guide: Growth & Reflection

Faithful · Intentional · Teachable

Personal reflection, goal-setting, and ongoing growth

INTRODUCTION

FIT stands for Faithful, Intentional, and Teachable—the three leadership qualities we aim to develop over time. Just as physical fitness requires consistent effort and intentional training, spiritual and leadership fitness grows through regular reflection, practice, and accountability.

As you work through this guide, look to Jesus as the ultimate example. He demonstrates wholehearted love for God (John 17:4), intentional relationships with people (Mark 3:14), and a humble, teachable posture toward the Father (John 5:19).

This guide invites you to pause, reflect, and set actionable steps in your leadership journey. Through Scripture reflection, personal assessment, and a FIT Growth Plan, you will identify specific ways to grow in each quality over the coming weeks.

How to use this guide: *Work through each section honestly and thoughtfully. Complete independently as preparation, then discuss with your sponsor or mentor. Return to your growth plan monthly to track progress and adjust as needed.*

F — FAITHFUL

Definition: A faithful leader is dependable, consistent, and trustworthy — steady in their relationship with God and reliable in their commitments to the people and responsibilities He has entrusted to them.

Guiding Questions: Can those I lead count on me? Am I truly available to them?

Matthew 25:21 — *“Well done, good and faithful servant...”*

Jesus as Our Example:

Jesus was faithful in every moment of His life and ministry—committed to the Father’s will, present with people, and unwavering in His purpose even when it was costly.

Scripture Reflection:

Give two Scripture examples that demonstrate Jesus’ faithfulness and describe what they reveal about the way He loved God and served people.

1.

2.

Personal Faith Reflection:

1. How are you faithful to the Lord in your day-to-day life?

2. Where do you see consistency or growth in your walk with Him?

Ministry Reflection:

1. How are you being faithful to the commitments you’ve made in your ministry role?

2. Where have you seen your consistency make a difference, even in small ways?

I — INTENTIONAL

Definition: An intentional leader gives focused effort, shows care in their choices, and offers their best in what God has entrusted to them. They lead with purpose rather than autopilot.

Guiding Questions: Am I giving my best effort? Is what I'm producing truly my best?

Colossians 3:23 — *“Whatever you do, work at it with all your heart, as working for the Lord...”*

Jesus as Our Example:

Jesus lived every day with purpose—seeking the Father, serving people, teaching truth, and moving toward the cross. Nothing He did was careless or accidental.

Scripture Reflection:

Give two Scripture examples of how Jesus demonstrates intentionality with His time, words, and relationships with God or people.

1.

2.

Personal Faith Reflection:

1. How intentional are you in pursuing your walk with God right now?

2. Where have you seen growth when you focus on Him?

Ministry Reflection:

1. How intentional are you with the people you serve and the tasks you've been trusted with?

2. Where have you seen purposeful effort make a difference in your ministry?

T — TEACHABLE

Definition: A teachable leader is humble, open, correctable, and willing to grow — even when it stretches or challenges them.

Guiding Questions: Am I willing to put in the effort to keep growing? Am I truly open to correction and feedback?

Philippians 2:5 & 8 — *“Have this mind among yourselves, which is yours in Christ Jesus...And being found in human form, he humbled himself by becoming obedient to the point of death, even death on a cross.”*

Jesus as Our Example:

Jesus remained dependent on the Father and humble in His approach to leadership—never grasping at power, always willing to serve. This is what teachability looks like.

Scripture Reflection:

Give two Scripture examples of Jesus' humility and submission to the Father, and describe what each reveals about leading with a teachable posture.

1.

2.

Personal Faith Reflection:

1. In what ways is God inviting you to grow, stretch, or learn?
2. Where have you seen Him guide you when you remained open to His correction?

Ministry Reflection:

1. How willing are you to receive feedback, adjust, and learn in your ministry role?
2. Where have you seen openness to feedback or correction make a difference in your leadership?

CREATE YOUR FIT GROWTH PLAN

As you reflect on faithfulness, intentionality, and teachability, remember that spiritual growth happens over time. God is patient and faithful. No leader lives these qualities perfectly. The goal is not perfection, but a posture of growth as we follow Jesus together. Use the next section to write 1–3 specific, practical actions you can take to grow in this trait this month. Use the guiding questions to help you as goal set.

MY FIT GROWTH PLAN: ACTION STEPS FOR THIS MONTH

How I Can Be FIT — Faithful:

Guiding Question: How can I be dependable and consistent this month in my walk with God and in my ministry commitments?

- **My Faithful Ministry Goal:**

- **How I Will Practically Do This:**

How I Can Be FIT — Intentional:

Guiding Question: How can I demonstrate intentionality in a way that impacts both my personal life and ministry this month?

- **My Intentional Ministry Goal:**

- **How I Will Practically Do This:**

How I Can Be FIT — Teachable:

Guiding Question: What is one way I can humbly receive and apply feedback, seek wisdom, or grow in understanding this month?

- **My Teachable Ministry Goal:**

- **How I Will Practically Do This:**

As I work toward these three goals this month:

- **Who will I ask to help keep me accountable?**

- **When will I check in on my progress?**

REFLECT & CONNECT

Growth is not a destination—it's a direction. As you move forward, remember that God is the one who began this good work in you and He will be faithful to complete it (Philippians 1:6). Come back to this guide regularly to assess your growth and reset your focus.