Faith IN Practice

A BIBLICAL WORLDVIEW DISCUSSION GUIDE FOR

THE ONE-ON-ONE FIELD GUIDE

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A 12-Session Faith and Leadership Study

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WELCOME

Welcome to Faith in Practice

The One-on-One Field Guide helps leaders turn one-on-one meetings into meaningful conversations that strengthen relationships and develop people. This guide extends that purpose into a faith-centered study, exploring each part of the book through Scripture, biblical leaders, prayer, and personal reflection.

The sessions follow the book's journey: why one-on-ones matter, the conversation framework, the rhythm of regular, quarterly, and annual conversations, and the leader's own reflection. You can use this study with a group or for personal reflection. Twelve sessions do not have to mean twelve consecutive weeks.

Using This Guide With Leadership in Practice

Faith in Practice is a complete, standalone resource. It does not require any other guide. The One-on-One Field Guide also has a free leadership edition, Leadership in Practice, which follows the same twelve session titles and reading assignments.

The two guides are written to complement one another rather than repeat each other. Leadership in Practice explores each theme through practical scenarios and team exercises. Faith in Practice explores the same theme through Scripture, biblical leaders, prayer, and personal reflection. A faith-based leadership group can use both together and experience the same conversation from two directions.

A Suggested 75 to 90 Minute Gathering

- Welcome and An Invitation to Reflect: 10 minutes
- Parts One and Two: Scripture and conversation: 25 to 30 minutes
- Part Three: Biblical Leadership in Practice: 15 minutes
- Parts Four and Five: Connection and practice: 15 to 20 minutes
- Prayer, commitment, and closing: 10 minutes

> *Short on time? Focus on Parts One, Three, and Five, and invite participants to complete the remaining sections on their own.*

Facilitator Notes

Invite participation without requiring disclosure. Participants should always feel free to pass, and confidential workplace or client details should stay out of the conversation. A good session is not one in which every question gets answered. It is one in which participants leave with clearer insight and one faithful next step.

Never share private employee information, health details, or identifiable performance concerns in the group. Read each Scripture passage aloud from a preferred Bible, and encourage participants to read the surrounding context. The book's conversation pages are tools for your own team, not group assignments.

TWELVE SESSIONS

Session Map

#	SESSION	STAGE	READING	PRIMARY SCRIPTURE	OUR DATE
01	The Conversation Is the Investment	Why	pp. 10–24	Philippians 2:3–4	
02	Know the Person, Not Just the Position	Why	pp. 25–39, 123	John 10:3, 14	
03	Prepare Before You Speak	Prepare	pp. 40–48, 82–84	Proverbs 15:28	
04	Listen First, and Listen Again	Listen	pp. 25–39, 82–92	Proverbs 1:5	
05	Affirm What Is Real	Affirm	pp. 25–39, 82–92	Hebrews 3:13	
06	Address the Growth Edge With Grace	Address	pp. 49–65, 82–92	Proverbs 28:23	
07	Strengths, Strain, and Role Fit	Whole Person	pp. 25–48, 123	Exodus 31:1–5	
08	When the Conversation Cannot Wait	Flex	pp. 112–121	Isaiah 42:3	
09	Reflect Honestly After the Meeting	Reflect	pp. 66–92	2 Corinthians 13:5	
10	Turn Quarterly Check-Ins Into Development	Quarterly	pp. 107–110, 124–128	1 Corinthians 3:6–7	
11	Evaluate the Whole Year, Not Just the Score	Annual	pp. 111, 123–128	Matthew 25:21	
12	The Leader You Are Becoming	Leader	pp. 94–106, 130–131	John 13:12–17	

> *Page numbers refer to the print edition. Bring your copy of the field guide, a Bible, and a pen.*

FAITH IN PRACTICE

A Biblical Worldview Discussion Guide for The One-on-One Field Guide: Meaningful Conversations, Stronger Relationships & Intentional Leadership

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SESSION 01 / WHY ONE-ON-ONES MATTER

The Conversation Is the Investment

STUDY AT A GLANCE

ASSIGNED READING	The One-on-One Field Guide, Welcome, pp. 10–12, and Chapter One, pp. 15–24
PRIMARY SCRIPTURE	Philippians 2:3–4 (NIV)
SUPPORTING SCRIPTURE	1 Thessalonians 2:7–8 (NIV)
BIBLICAL LEADER	Mark 10:46–52, Jesus stops for Bartimaeus (NIV)

An Invitation to Reflect

Every leader has a calendar, and every calendar tells a story. It shows what we protect, what we postpone, and what we quietly treat as optional. For many leaders, operational meetings are guarded carefully, while conversations about a person's growth are the first to be moved. We rarely intend this. We care about our people. But care that never makes it onto the calendar can be difficult for others to experience. Scripture describes a different kind of attention. It calls us to look to the interests of others, to share not only our work but our lives, and to stop for the one person in front of us even when the crowd is pressing in. This session invites us to consider whether our conversations with the people we lead reflect the value we say they have.

Part One / The Scriptural Foundation

Read Philippians 2:3–4 (NIV)

Paul writes, "Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others." This passage is part of a larger appeal for unity in the church, and it leads directly into Paul's description of Christ's own humility. The way of Jesus is the way of looking outward. For leaders, valuing others above ourselves does not mean neglecting our responsibilities. It means letting the interests of the people we lead shape how we spend our time and attention. A protected conversation is one practical way of saying, "Your growth matters to me."

Questions for Reflection

1. What would it look like to "look to the interests" of each person you lead?
2. Where might your schedule reveal that your own interests come first?
3. How does humility change the way a leader approaches a one-on-one?
4. Who on your team may not yet feel that their growth matters to you?

Part Two / Sharing More Than Information

Read 1 Thessalonians 2:7–8 (NIV)

Paul describes his ministry in Thessalonica with tender language: "Just as a nursing mother cares for her children, so we cared for you. Because we loved you so much, we were delighted to share with you not only the gospel of God but our lives as well." Paul did not simply deliver a message. He shared himself. His relationships carried warmth, presence, and personal investment. Leaders can deliver information efficiently and still miss the relationship entirely. Paul reminds us that people are most deeply shaped when we share both what we know and who we are.

Consider These Questions

- What is the difference between sharing information and sharing your life with the people you lead?
- What makes a conversation feel personal rather than transactional?
- How might warmth and care change the effectiveness of your leadership?
- Who invested more than information in you, and how did it shape you?

Part Three / Biblical Leadership in Practice

Jesus Stops for Bartimaeus

Read Mark 10:46–52 (NIV).

Jesus was leaving Jericho with a large crowd. He was on His way to Jerusalem, where the most important week of His earthly ministry would unfold. The pressure and purpose of the moment were enormous. A blind man named Bartimaeus began shouting for mercy. The crowd told him to be quiet. But Jesus stopped. He said, "Call him." And when Bartimaeus came, Jesus asked a simple question: "What do you want me to do for you?"

Jesus did not assume He already knew. He gave one person His full attention and invited him to name his own need. Leaders often move through their days with a crowd of demands pressing in. Jesus models a different priority. He stopped, called the person close, and asked a question that honored his dignity.

> **KEY LEADERSHIP INSIGHT**
>
> *The busiest seasons reveal whether we believe one person is worth stopping for.*

Reflection Questions

1. What strikes you about Jesus stopping in the middle of such an important journey?
2. Who might be "calling out" on your team while the crowd of demands tells them to wait?
3. Why do you think Jesus asked Bartimaeus what he wanted rather than assuming?
4. What would it look like to ask, "What do you need from me?" in your next conversation?

Part Four / The Leadership Connection

In The One-on-One Field Guide, Brandy invites leaders to see one-on-one conversations as an investment rather than an interruption. The biblical perspective deepens that invitation. Scripture calls us to value others above ourselves, to share our lives and not only our expertise, and to stop for the one even when the crowd is loud. These are not soft ideals. They are practical expressions of love. When leaders protect time for the people they serve, they communicate worth. And people who know they are valued are far more likely to grow, contribute, and stay.

Part Five / Putting Faith Into Practice

The One Worth Stopping For Exercise

Take a quiet moment to bring your team before God. Write down the names of the people you lead, and then reflect on the questions below in prayer.

1. Who have I been passing by?

Notice whose growth conversation has been postponed or forgotten.

2. What has kept me from stopping?

Be honest about the demands, fears, or habits that crowd out these conversations.

3. What might this person want me to do for them?

Ask God to help you see their need rather than your assumption.

4. What would sharing my life, and not just my expertise, look like?

Consider how you could bring more warmth and presence to your next conversation.

5. When will I stop for them?

Choose a time and protect it as an act of stewardship.

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A Prayer for the Journey

Lord Jesus, Thank You for the people You have entrusted to my leadership. Each one is known and loved by You. Forgive me for the times I have hurried past someone who needed my attention. Give me the humility to value others above myself and to look to their interests as well as my own. Teach me to stop for the one, as You did for Bartimaeus. Help me ask good questions and listen for real needs. Let my conversations reflect Your care, so that the people I lead experience not only my direction but also my genuine concern for their growth. Amen.

My Faith in Practice Commitment

One person I have been passing by is:

What has kept me from stopping:

The biblical truth I want to remember is:

When I will give them my full attention:

Closing Reflection

Our calendars reveal our priorities. When we protect conversations with the people we lead, we tell them they matter. Scripture calls us to value others, to share our lives, and to stop for the one even when the crowd is pressing in. Jesus showed us that one person is always worth stopping for. The conversation is the investment. And the people we lead are worth it.

A QUESTION TO CARRY FORWARD

If the people I lead looked at my calendar, would they believe their growth matters to me?

Preparing for Session Two

Next topic: Know the Person, Not Just the Position

Assigned reading: The One-on-One Field Guide, Chapter Two, pp. 25–39, and "The Deeper Questions," p. 123

Suggested Scripture: John 10:3, 14 and John 1:45–51 (NIV)

As you prepare, consider how much you know about each person you lead beyond the work they produce.

SESSION 02 / WHY ONE-ON-ONES MATTER

Know the Person, Not Just the Position

STUDY AT A GLANCE

ASSIGNED READING	The One-on-One Field Guide, Chapter Two, pp. 25–39, and "The Deeper Questions," p. 123
PRIMARY SCRIPTURE	John 10:3, 14 (NIV)
SUPPORTING SCRIPTURE	1 Samuel 16:7 (NIV)
BIBLICAL LEADER	John 1:45–51, Jesus sees Nathanael (NIV)

An Invitation to Reflect

It is possible to work beside someone for years and never really know them. We may know their role, their output, and their reliability. We may know how they perform under pressure. But we may not know what motivates them, what they hope for, or what weighs on them.

Leaders are often evaluated on results, so it is natural to focus on performance. But people are more than their positions. Scripture paints a picture of a God who knows each person intimately. He calls His people by name. He looks at the heart, not just the outward appearance. This session invites us to consider how well we truly know the people we lead, and how our leadership might change if we saw them more fully.

Part One / The Scriptural Foundation

Read John 10:3 and 10:14 (NIV)

Jesus describes Himself as the good shepherd. "He calls his own sheep by name and leads them out." Later He says, "I am the good shepherd; I know my sheep and my sheep know me." In the ancient world, a shepherd who knew each sheep by name had spent significant time with the flock. The relationship was personal, not merely functional.

Jesus' leadership is marked by knowledge of individuals. He does not lead a crowd of anonymous followers. He knows each one. Leaders are not shepherds in the same way Jesus is. But this passage invites us to consider whether the people we lead feel known or simply managed.

Questions for Reflection

1. What does it mean to you that Jesus knows each of His sheep by name?
2. What would it look like to lead people by name rather than by title?
3. What would it take for your team to feel known rather than managed?
4. Who on your team do you know least well?

Part Two / Looking at the Heart

Read 1 Samuel 16:7 (NIV)

When Samuel went to anoint a new king, he was impressed by the appearance of Jesse's oldest son. But the Lord said to him, "Do not consider his appearance or his height... People look at the outward appearance, but the Lord looks at the heart." God chose David, the youngest son who was out tending sheep. No one in the room had considered him. This passage challenges how quickly we form judgments. What we see on the surface is rarely the whole story.

Consider These Questions

- Where have you formed a judgment about someone based on surface appearances?
- Who on your team might have gifts that are not yet visible to you?
- What would it look like to lead with curiosity about the heart?
- How might you be overlooking someone the way David was overlooked?

Part Three / Biblical Leadership in Practice

Jesus Sees Nathanael

Read John 1:45–51 (NIV).

When Philip told Nathanael about Jesus, Nathanael responded with skepticism: "Nazareth! Can anything good come from there?" Yet when Nathanael approached, Jesus greeted him warmly: "Here truly is an Israelite in whom there is no deceit." Surprised, Nathanael asked, "How do you know me?"

Jesus answered, "I saw you while you were still under the fig tree before Philip called you." Nathanael's response was immediate and wholehearted belief. Jesus did not respond to Nathanael's skepticism with defensiveness. He named something true and good about Nathanael's character. Being seen and affirmed transformed the encounter.

> **KEY LEADERSHIP INSIGHT**
>
> *Being truly seen can open a person's heart in a way that instruction alone never could.*

Reflection Questions

1. What do you notice about how Jesus responded to Nathanael's skepticism?
2. When have you felt truly seen by a leader? How did it affect you?
3. What is something true and good you have seen in someone you lead but never named?
4. How might naming it change your relationship?

Part Four / The Leadership Connection

In The One-on-One Field Guide, Brandy encourages leaders to see the person behind the performance. The biblical perspective reveals how deeply this reflects the heart of God. God knows each person by name. He looks beyond appearances to the heart. Jesus saw Nathanael before Nathanael even approached Him. We cannot know others as completely as God does, and we should approach people with humility rather than presumption. But we can grow in curiosity, attentiveness, and genuine interest in who each person is.

Part Five / Putting Faith Into Practice

The Known by Name Exercise

Choose one person you lead whom you would like to know better. Bring them before God and reflect on these questions.

1. How might God see this person?

Ask Him to show you their worth apart from anything they produce.

2. What assumptions have I made?

Name any judgments you have formed based on limited information.

3. What might God see in them that I have missed?

Ask Him to open your eyes to their heart and gifts.

4. What is one true and good thing I can name?

Identify a quality you have observed but have not yet affirmed.

5. What question could help me know them better?

Prepare one thoughtful question to ask in your next conversation.

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A Prayer for the Journey

Good Shepherd, Thank You for knowing me by name. Thank You for seeing my heart and not only my performance. Help me see the people I lead the way You see them. Forgive me for the times I have judged by appearance or reduced someone to their role. Give me curiosity, patience, and humility as I seek to know others more fully. Open my eyes to gifts I have overlooked. Like Jesus with Nathanael, help me name what is true and good in the people around me. Amen.

My Faith in Practice Commitment

One person I want to see the way God sees them:

An assumption I need to release:

The biblical truth I want to remember is:

One true and good thing I will name this week:

Closing Reflection

People are more than their positions. Each person we lead carries a story, hopes, gifts, and needs that are not visible on the surface. Scripture reminds us that God knows each person by name and looks at the heart. Jesus saw Nathanael fully and named what was good in him. When we take the time to know the people we lead, we honor them as God's creation. And we often discover gifts we never knew were there.

A QUESTION TO CARRY FORWARD

Do the people I lead feel known by me, or only evaluated?

Preparing for Session Three

Next topic: Prepare Before You Speak

Assigned reading: The One-on-One Field Guide, Chapter Three, pp. 40–48, and "Prepare," pp. 82–84

Suggested Scripture: Proverbs 15:28 and 1 Samuel 25:18–35 (NIV)

As you prepare, notice what emotions you tend to carry into conversations without realizing it.

SESSION 03 / THE FRAMEWORK: PREPARE

Prepare Before You Speak

STUDY AT A GLANCE

ASSIGNED READING	The One-on-One Field Guide, Chapter Three, pp. 40–48, and "Prepare," pp. 82–84
PRIMARY SCRIPTURE	Proverbs 15:28 (NIV)
SUPPORTING SCRIPTURE	Psalm 141:3 (NIV)
BIBLICAL LEADER	1 Samuel 25:18–35, Abigail prepares her words (NIV)

An Invitation to Reflect

Most leaders prepare for meetings by reviewing an agenda. Fewer prepare their hearts. Yet what we carry into a conversation often shapes it more than anything we planned to say. Frustration from an earlier meeting, fatigue from a long week, or anxiety about a difficult topic can quietly influence our tone and our listening.

The people we lead feel this, even if we never name it. Scripture places great value on thoughtful speech. It encourages us to weigh our words, to guard our mouths, and to approach difficult moments with wisdom and care. This session invites us to consider preparation as both a leadership discipline and a spiritual practice.

Part One / The Scriptural Foundation

Read Proverbs 15:28 (NIV)

"The heart of the righteous weighs its answers, but the mouth of the wicked gushes evil." This proverb contrasts two ways of speaking. One is thoughtful and measured. The other is impulsive and careless.

Notice where the weighing happens. It begins in the heart. Wise speech is not just a matter of choosing better words. It flows from a heart that has paused to consider. For leaders, this verse is a reminder that preparation is not only about content. It is about the condition of the heart we bring into the room.

Questions for Reflection

1. What does it look like for your heart to "weigh its answers" before a conversation?
2. When have you spoken impulsively and later wished you had paused?
3. What emotions are you most likely to carry into a one-on-one?
4. How might a few minutes of preparation change the tone of your next conversation?

Part Two / A Guard Over My Mouth

Read Psalm 141:3 (NIV)

"Set a guard over my mouth, Lord; keep watch over the door of my lips." The psalmist offers a simple prayer for help with speech. He does not assume he can control his words through willpower alone. He asks God to guard them. This is a humble and practical prayer for any leader. Before a difficult conversation, we can invite God to keep watch over what we say and how we say it.

Consider These Questions

- What would it mean to pray this verse before your next one-on-one?
- Which words or tones do you most need guarded?
- How does inviting God into your preparation change your posture?
- Who has been affected by words you did not guard carefully?

Part Three / Biblical Leadership in Practice

Abigail and Words Prepared With Wisdom

Read 1 Samuel 25:18–35 (NIV).

David and his men were on their way to take revenge on Nabal, a wealthy man who had insulted them. Bloodshed was imminent. Nabal's wife, Abigail, learned what was happening and acted quickly. She prepared generous provisions, went out to meet David, and bowed before him. Then she spoke with remarkable wisdom, humility, and clarity.

Her words calmed David's anger and reminded him of who he was called to be. David responded, "May you be blessed for your good judgment and for keeping me from bloodshed this day." Abigail prepared both her gifts and her words. She entered a tense moment with humility rather than accusation. Her preparation changed the outcome for everyone involved.

> **KEY LEADERSHIP INSIGHT**
>
> *Thoughtful preparation can turn a moment headed toward harm into a moment of wisdom.*

Reflection Questions

1. What strikes you about how Abigail prepared for this encounter?
2. How did her humility and wisdom change David's response?
3. Where in your leadership could careful preparation prevent unnecessary harm?
4. What would it look like to approach a tense conversation the way Abigail did?

Part Four / The Leadership Connection

In The One-on-One Field Guide, Brandy identifies preparation as the first stage of meaningful conversation. The biblical perspective shows that preparation is not only practical. It is spiritual. Scripture calls us to weigh our answers, to invite God to guard our words, and to approach difficult moments with wisdom. Abigail shows us that thoughtful preparation can change the direction of an entire situation. Leaders who prepare their hearts as well as their agendas create conversations where people feel safe, respected, and heard.

Part Five / Putting Faith Into Practice

The Weighed Heart Exercise

Before your next one-on-one, set aside five quiet minutes. Use these questions to prepare your heart before God.

1. What am I carrying into this conversation?

Name any frustration, fatigue, or anxiety you may bring into the room.

2. What do I need to set down before I begin?

Release what does not belong in this conversation.

3. What does this person need from me today?

Ask God to help you see their needs clearly.

4. What words do I need God to guard?

Pray Psalm 141:3 over your conversation.

5. What is one wise and humble way to begin?

Prepare an opening that reflects care and openness.

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A Prayer for the Journey

Lord, Set a guard over my mouth and keep watch over the door of my lips. Help my heart weigh its answers before I speak. Show me what I carry into each conversation, and give me the grace to set down what does not belong there. Give me the wisdom and humility of Abigail. Help me approach tense moments with care and speak words that calm rather than inflame. May every conversation I have reflect a heart that has first been prepared in Your presence. Amen.

My Faith in Practice Commitment

What I tend to carry into conversations is:

What I need to set down before I begin:

The biblical truth I want to remember is:

How I will prepare my heart before my next one-on-one:

Closing Reflection

Preparation shapes conversation. What we bring into the room often matters as much as what we plan to say. Scripture invites us to weigh our answers, to ask God to guard our words, and to approach difficult moments with humility and wisdom. Abigail's preparation turned a moment of anger into a moment of grace. When we prepare our hearts before we speak, we create space for conversations that honor both God and the people we lead.

A QUESTION TO CARRY FORWARD

What would change if I prepared my heart as carefully as I prepare my agenda?

Preparing for Session Four

Next topic: Listen First, and Listen Again

Assigned reading: The One-on-One Field Guide, Chapter Two, pp. 25–39, and "Listen First" and "Listen Again," pp. 82–92

Suggested Scripture: Proverbs 1:5 and 1 Samuel 3:1–10 (NIV)

As you prepare, notice how often you begin forming a response before someone has finished speaking.

SESSION 04 / THE FRAMEWORK: LISTEN

Listen First, and Listen Again

STUDY AT A GLANCE

ASSIGNED READING	The One-on-One Field Guide, Chapter Two, pp. 25–39, and "Listen First" and "Listen Again," pp. 82–92
PRIMARY SCRIPTURE	Proverbs 1:5 (NIV)
SUPPORTING SCRIPTURE	Psalm 116:1–2 (NIV)
BIBLICAL LEADER	1 Samuel 3:1–10, Samuel learns to listen (NIV)

An Invitation to Reflect

Listening is one of the most powerful things a leader can offer. It communicates respect. It uncovers information we would otherwise miss. It allows people to feel understood before they are corrected or advised.

Yet listening is difficult. We are busy. We think we already know what someone is going to say. We are eager to fix the problem and move on.

Real listening often requires more than one attempt. We listen first to understand. Then, especially after a hard conversation, we listen again to learn how our words were received. Scripture shows us a God who listens, and it invites us to become people who listen well.

Part One / The Scriptural Foundation

Read Proverbs 1:5 (NIV)

"Let the wise listen and add to their learning, and let the discerning get guidance." The opening chapter of Proverbs sets the tone for the entire book. Wisdom begins with listening. Notice that the wise are not described as those who already know everything. They are described as those who listen and keep learning. Wisdom is a posture of openness. For leaders, this verse is a quiet challenge. The more experience we gain, the more tempting it becomes to stop listening. But the wise continue to add to their learning.

Questions for Reflection

1. What does it look like for you to "listen and add to your learning" in a one-on-one?
2. When are you most tempted to stop listening because you think you already know?
3. Who on your team might have something to teach you if you listened more carefully?
4. How does experience sometimes make listening harder?

Part Two / The God Who Listens

Read Psalm 116:1–2 (NIV)

"I love the Lord, for he heard my voice; he heard my cry for mercy. Because he turned his ear to me, I will call on him as long as I live." The psalmist describes the deep effect of being heard. Because God listened, the psalmist responded with love and lifelong trust. This passage reveals something about the power of listening. When people are truly heard, trust grows. They are more likely to return, to share honestly, and to engage.

Consider These Questions

- What does it mean to you that God "turns his ear" toward you?
- How has being truly heard affected your trust in someone?
- What would it look like for you to "turn your ear" toward the people you lead?
- How might listening well build trust that lasts?

Part Three / Biblical Leadership in Practice

Samuel Learns to Listen

Read 1 Samuel 3:1–10 (NIV).

Samuel was a young boy serving in the temple under the priest Eli. One night, he heard someone call his name. He ran to Eli, but Eli had not called him. It happened again, and then a third time. Each time, Samuel assumed it was Eli. Finally, Eli realized that the Lord was calling the boy. He told Samuel to respond, "Speak, Lord, for your servant is listening."

When the Lord called again, Samuel answered as Eli had taught him. This time, he was ready to listen. Samuel heard the voice several times before he understood it. Eli, an experienced leader, helped him recognize what was happening. Listening well is a skill that grows with patience and guidance.

> **KEY LEADERSHIP INSIGHT**
>
> *Sometimes we need to listen more than once before we understand what is really being said.*

Reflection Questions

1. What strikes you about Samuel hearing the call several times before understanding it?
2. When have you misunderstood someone because you assumed you knew what they meant?
3. How might you "listen again" after a difficult conversation?
4. What would it look like to approach your next one-on-one with the posture, "Speak, for I am listening"?

Part Four / The Leadership Connection

In The One-on-One Field Guide, Brandy describes two essential stages: listening first and listening again. The biblical perspective helps us see why both matter. Scripture tells us that the wise keep listening and learning. It shows us a God who turns His ear toward us. And Samuel's story reminds us that understanding often comes only after we listen more than once. Leaders who listen first and listen again create space for honesty, discover what they would otherwise miss, and build trust that endures.

Part Five / Putting Faith Into Practice

The Listening Servant Exercise

Before and after your next one-on-one, use these questions to reflect on your listening.

1. What do I assume I already know about this person's situation?

Name your assumptions before the conversation so you can set them aside.

2. What am I listening for?

Ask God to help you hear not just facts, but feelings and needs.

3. Did I interrupt or rush to fix?

After the conversation, reflect honestly on how well you listened.

4. How did my words land?

Consider whether you need to "listen again" to understand how your feedback was received.

5. What did I learn that I would have missed?

Name one insight that came from listening well.

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A Prayer for the Journey

Lord, Thank You for turning Your ear to me. Thank You for hearing my voice and my cries, even when I struggle to put them into words. Make me a leader who listens. Help me set aside my assumptions and my eagerness to fix things so that I can truly hear the people I lead. Like Samuel, teach me to say, "Speak, for I am listening." Give me patience to listen more than once, especially after hard conversations. May the people I lead feel heard, valued, and understood. Amen.

My Faith in Practice Commitment

An assumption I need to set aside before I listen:

Someone I need to "listen again" to:

The biblical truth I want to remember is:

How I will practice listening this week:

Closing Reflection

Listening is a gift we give to others and a discipline we grow in over time. Scripture shows us that wisdom begins with listening, that being heard builds trust, and that understanding often requires patience. Samuel needed to hear more than once before he understood. When we listen first and listen again, we honor the people we lead and open the door to deeper understanding.

A QUESTION TO CARRY FORWARD

Do the people I lead leave our conversations feeling heard, or only instructed?

Preparing for Session Five

Next topic: Affirm What Is Real

Assigned reading: The One-on-One Field Guide, Chapter Two, pp. 25–39, and "Affirm Genuinely," pp. 82–92

Suggested Scripture: Hebrews 3:13 and Acts 11:22–26 (NIV)

As you prepare, think of a specific strength you have seen in someone you lead but have not yet named.

SESSION 05 / THE FRAMEWORK: AFFIRM

Affirm What Is Real

STUDY AT A GLANCE

ASSIGNED READING	The One-on-One Field Guide, Chapter Two, pp. 25–39, and "Affirm Genuinely," pp. 82–92
PRIMARY SCRIPTURE	Hebrews 3:13 (NIV)
SUPPORTING SCRIPTURE	Proverbs 12:25 (NIV)
BIBLICAL LEADER	Acts 11:22–26, Barnabas sees the evidence of grace (NIV)

An Invitation to Reflect

Most people can remember a moment when someone named something good in them. It may have been a teacher, a mentor, or a leader. The words may have been simple. But because they were specific and sincere, they stayed with us. Sometimes they changed how we saw ourselves.

Genuine affirmation is powerful. It is also easy to neglect. Leaders often assume people know they are valued. Or we offer general praise that sounds pleasant but says little.

Scripture describes encouragement as something we are called to give often and well. It is not flattery. It is the truthful recognition of what God is doing in another person. This session invites us to consider how we can affirm what is real in the people we lead.

Part One / The Scriptural Foundation

Read Hebrews 3:13 (NIV)

"But encourage one another daily, as long as it is called 'Today,' so that none of you may be hardened by sin's deceitfulness." The writer of Hebrews treats encouragement as urgent and regular. It is not an occasional kindness. It is a daily practice.

Notice also why encouragement matters. It protects people from being hardened. Discouragement, left unaddressed, can slowly erode hope, motivation, and faith. For leaders, this verse suggests that encouragement is not optional. It is part of how we care for the people entrusted to us.

Questions for Reflection

1. How often do the people you lead hear genuine encouragement from you?
2. What might "hardening" look like in someone who rarely feels encouraged?
3. Why do leaders sometimes withhold encouragement?
4. What would daily encouragement look like in your leadership?

Part Two / A Kind Word

Read Proverbs 12:25 (NIV)

"Anxiety weighs down the heart, but a kind word cheers it up." This proverb recognizes something every leader has seen. People carry weight we cannot always see. Pressure, uncertainty, and self-doubt can quietly weigh them down. A kind word does not remove every burden. But it can lift the heart. Sometimes a single sincere sentence makes the difference in how someone faces their day.

Consider These Questions

- Who on your team might be carrying a weight you have not noticed?
- What makes a kind word meaningful rather than empty?
- When has a kind word lifted your heart during a difficult season?
- What kind word could you offer this week?

Part Three / Biblical Leadership in Practice

Barnabas Sees the Evidence of Grace

Read Acts 11:22–26 (NIV).

When news reached Jerusalem that people in Antioch were coming to faith, the church sent Barnabas to see what was happening. Luke tells us, "When he arrived and saw what the grace of God had done, he was glad and encouraged them all to remain true to the Lord with all their hearts." Barnabas did not arrive looking for problems. He looked for evidence of God's work, and he named it. Then he went to find Saul, a new believer others still feared, and brought him to Antioch to serve alongside him. Barnabas, whose name means "son of encouragement," saw what others missed. He affirmed what God was doing, and he made room for someone else's gifts to flourish.

> **KEY LEADERSHIP INSIGHT**
>
> *Genuine affirmation begins with noticing what is real and naming it with gladness.*

Reflection Questions

1. What strikes you about how Barnabas approached the church in Antioch?
2. Do you tend to look first for problems or for evidence of growth?
3. Who on your team might need someone to see and affirm their potential, the way Barnabas did for Saul?
4. What would it look like to arrive at your next one-on-one looking for "what the grace of God has done"?

Part Four / The Leadership Connection

In The One-on-One Field Guide, Brandy describes genuine affirmation as an essential stage of meaningful conversation. The biblical perspective reveals why affirmation must be truthful and specific. Scripture calls us to encourage one another daily and reminds us that a kind word can lift a heavy heart. Barnabas shows us that real encouragement begins with noticing what is good and naming it sincerely. Leaders who affirm what is real help people see their own gifts more clearly. That clarity often becomes the foundation for growth.

Part Five / Putting Faith Into Practice

The Son of Encouragement Exercise

Choose one person you lead. Spend a few quiet minutes with God reflecting on these questions.

1. What evidence of growth or goodness have I seen in this person?

Write down specific observations, not general impressions.

2. What gift might they not see in themselves?

Ask God to help you notice what they may overlook.

3. What weight might they be carrying?

Consider how a kind word might lift their heart.

4. How can I name what is real without flattery?

Prepare a sincere, specific statement of affirmation.

5. Where could I make room for their gifts to grow?

Like Barnabas with Saul, consider an opportunity you could open for them.

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A Prayer for the Journey

Lord, Thank You for the people You have placed in my care and for the gifts You have given each of them. Give me eyes like Barnabas, eyes that see what Your grace is doing and a heart that is glad to name it. Help me encourage others daily. Show me who is weighed down, and give me kind words that lift their hearts. Keep my affirmation truthful and specific. Let my words help others see the good You have placed in them. Amen.

My Faith in Practice Commitment

One person I want to encourage is:

A specific strength I have seen in them:

The biblical truth I want to remember is:

When and how I will name it:

Closing Reflection

Affirmation is not flattery. It is the truthful recognition of what is good in another person. Scripture calls us to encourage one another daily, to offer kind words to heavy hearts, and to see evidence of grace in others. Barnabas shows us that encouragement can open doors and change lives. When we affirm what is real, we help people see what God sees in them.

A QUESTION TO CARRY FORWARD

What good have I seen in someone this week that I have not yet named?

Preparing for Session Six

Next topic: Address the Growth Edge With Grace

Assigned reading: The One-on-One Field Guide, Chapter Four, pp. 49–65, and "Address With Grace," pp. 82–92

Suggested Scripture: Proverbs 28:23 and 2 Samuel 12:1–13 (NIV)

As you prepare, think about a conversation you have postponed because you were unsure how to begin it.

SESSION 06 / THE FRAMEWORK: ADDRESS WITH GRACE

Address the Growth Edge With Grace

STUDY AT A GLANCE

ASSIGNED READING	The One-on-One Field Guide, Chapter Four, pp. 49–65, and "Address With Grace," pp. 82–92
PRIMARY SCRIPTURE	Proverbs 28:23 (NIV)
SUPPORTING SCRIPTURE	2 Timothy 2:24–25 (NIV)
BIBLICAL LEADER	2 Samuel 12:1–13, Nathan confronts David (NIV)

An Invitation to Reflect

Every leader eventually faces a conversation they would rather avoid. Someone is not meeting an expectation. A pattern is affecting the team. A growth edge needs to be named. We know the conversation is necessary, but we hesitate.

Sometimes we hesitate because we care. We do not want to discourage someone or damage the relationship. But avoiding a needed conversation is not kindness. It can leave a person without the clarity they need to grow. Scripture holds truth and gentleness together. It shows us that loving correction is possible, and that honest words spoken with care can lead to restoration. This session invites us to consider how we can address growth edges with both courage and grace.

Part One / The Scriptural Foundation

Read Proverbs 28:23 (NIV)

"Whoever rebukes a person will in the end gain favor rather than one who has a flattering tongue." This proverb challenges a common assumption. We often believe that avoiding hard truths will preserve relationships. But Proverbs suggests the opposite.

Flattery may feel easier in the moment. But over time, honest correction builds deeper trust. People eventually recognize who cared enough to tell them the truth. For leaders, this verse offers courage. A difficult conversation, handled well, often strengthens a relationship rather than damaging it.

Questions for Reflection

1. When have you chosen flattery or silence over honest feedback?
2. Who in your life earned your trust by telling you a hard truth?
3. What makes you hesitate to address growth edges with the people you lead?
4. How might an honest conversation "in the end" build deeper trust?

Part Two / Gentle Instruction

Read 2 Timothy 2:24–25 (NIV)

Paul writes to Timothy, "The Lord's servant must not be quarrelsome but must be kind to everyone, able to teach, not resentful. Opponents must be gently instructed." Paul is describing how a leader in the church should respond to people who disagree or resist. The posture he describes is kind, patient, and gentle, without abandoning the responsibility to teach. Gentleness does not mean silence. It means that when we speak, we do so without resentment, harshness, or a desire to win.

Consider These Questions

- What does it look like to be "able to teach" without being harsh?
- When are you most tempted to become resentful in a difficult conversation?
- How does gentleness change the way correction is received?
- What would it mean to address someone's growth edge without needing to win?

Part Three / Biblical Leadership in Practice

Nathan Confronts David

Read 2 Samuel 12:1–13 (NIV).

King David had committed a grievous wrong and tried to cover it up. No one had confronted him. Then God sent the prophet Nathan. Nathan did not begin with accusation. He told a story about a rich man who took a poor man's beloved lamb. David was outraged by the injustice. Then Nathan said, "You are the man!"

David's response was immediate: "I have sinned against the Lord." And Nathan replied, "The Lord has taken away your sin." Truth was spoken clearly, and restoration followed. Nathan's approach combined courage, wisdom, and care. He spoke a hard truth to a powerful person. But he did it in a way that helped David see clearly, and he offered hope once David responded.

> **KEY LEADERSHIP INSIGHT**
>
> *Courageous truth, spoken wisely, can open the door to restoration rather than defensiveness.*

Reflection Questions

1. What strikes you about how Nathan approached David?
2. Why do you think the story helped David see the truth more clearly?
3. Where might you need Nathan's courage in your leadership right now?
4. How could you open a difficult conversation in a way that invites understanding rather than defensiveness?

Part Four / The Leadership Connection

In The One-on-One Field Guide, Brandy reminds leaders that grace is not the absence of accountability, and she describes addressing growth edges with grace as a vital stage of conversation. The biblical perspective confirms that truth and gentleness belong together. Scripture teaches that honest correction builds lasting trust, that gentle instruction is a mark of faithful leadership, and that courageous truth can lead to restoration. Leaders who address growth edges with grace give people a gift: the clarity they need to grow, delivered with the care that helps them receive it.

Part Five / Putting Faith Into Practice

The Nathan Exercise

Think of one growth-edge conversation you have been postponing. Before you plan your words, bring it before God with these questions.

1. What truth needs to be spoken?

Write it plainly and honestly.

2. Why have I been avoiding it?

Name the fear, discomfort, or uncertainty that has held you back.

3. What do I hope will happen for this person?

Clarify whether your goal is their growth or simply your relief.

4. How can I speak with courage and gentleness?

Consider how to be clear without being harsh.

5. What hope can I offer?

Like Nathan, think about what restoration or support could follow honest words.

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A Prayer for the Journey

Lord, Thank You for loving me enough to tell me the truth. Thank You for the people who have spoken hard words to me with care. Give me the courage of Nathan to speak what needs to be said. Keep me from flattery and from silence when honesty is needed. Make me gentle, patient, and kind. Remove any resentment or desire to win from my heart. Help my words open the door to growth and restoration for the people I lead. Amen.

My Faith in Practice Commitment

One conversation where I need Nathan's courage is:

What has kept me from having it:

The biblical truth I want to remember is:

How I will prepare to speak with courage and gentleness:

Closing Reflection

Addressing growth edges is one of the most loving things a leader can do. It is also one of the most difficult. Scripture reminds us that honest correction builds trust, that gentleness makes truth easier to receive, and that courageous conversations can lead to restoration. Nathan's words changed David's heart. When we speak truth with grace, we give people the clarity and the care they need to grow.

A QUESTION TO CARRY FORWARD

Who needs me to care enough to tell them the truth?

Preparing for Session Seven

Next topic: Strengths, Strain, and Role Fit

Assigned reading: The One-on-One Field Guide, Chapter Two, pp. 25–39; Chapter Three, pp. 40–48; and "The Deeper Questions," p. 123

Suggested Scripture: Exodus 31:1–5 and 1 Samuel 17:38–40 (NIV)

As you prepare, notice which tasks seem to energize the people you lead and which seem to drain them.

SESSION 07 / SEEING THE WHOLE PERSON

Strengths, Strain, and Role Fit

STUDY AT A GLANCE

ASSIGNED READING	The One-on-One Field Guide, Chapter Two, pp. 25–39; Chapter Three, pp. 40–48; and "The Deeper Questions," p. 123
PRIMARY SCRIPTURE	Exodus 31:1–5 (NIV)
SUPPORTING SCRIPTURE	Proverbs 22:29 (NIV)
BIBLICAL LEADER	1 Samuel 17:38–40, David sets aside Saul's armor (NIV)

An Invitation to Reflect

Every person brings a unique combination of gifts. Some thrive in structure. Others thrive in change. Some are energized by people. Others do their best work in focused solitude. These differences are not flaws. They are part of how God designed us.

Yet many workplaces treat people as interchangeable. When someone struggles, we may assume they lack motivation, when the real issue may be a mismatch between their gifts and the demands of their role. Scripture affirms that God equips people for particular kinds of work. It honors skill and calls us to recognize the gifts in one another. This session invites us to consider how leaders can steward people's strengths wisely while remaining honest about what a role requires.

Part One / The Scriptural Foundation

Read Exodus 31:1–5 (NIV)

When God gave instructions for building the tabernacle, He named a specific craftsman. "See, I have chosen Bezalel... and I have filled him with the Spirit of God, with wisdom, with understanding, with knowledge and with all kinds of skills." Bezalel was gifted to work in gold, silver, bronze, stone, and wood. God did not simply assign a task. He equipped a particular person with particular abilities for that work.

This passage reminds us that skill and craftsmanship are gifts from God. They are worthy of recognition and wise stewardship. For leaders, it raises an important question. Do we know the particular gifts of the people we lead, and are we placing them where those gifts can flourish?

Questions for Reflection

1. What does it mean to you that God equipped Bezalel for a specific kind of work?
2. What particular gifts do you see in the people you lead?
3. Where might someone's gifts be underused or misplaced?
4. How might you steward the strengths of your team more intentionally?

Part Two / Skilled Work

Read Proverbs 22:29 (NIV)

"Do you see someone skilled in their work? They will serve before kings; they will not serve before officials of low rank." This proverb honors skill and diligence. When people work in areas where they are gifted and practiced, their work often stands out. For leaders, this verse invites attention. Do we notice where people are most skilled? Do we create opportunities for those skills to be used well?

Consider These Questions

- Who on your team is especially skilled at something you may have overlooked?
- What happens when a skilled person is placed in a role that does not use their gifts?
- How can you help people grow their skills over time?
- What would it look like to honor skill as a gift from God?

Part Three / Biblical Leadership in Practice

David Sets Aside Saul's Armor

Read 1 Samuel 17:38–40 (NIV).

Before David faced Goliath, King Saul tried to help. He dressed David in his own tunic, armor, and bronze helmet. David even tried walking around in it. But he quickly realized it would not work. "I cannot go in these," he said, "because I am not used to them." So he took them off.

Instead, David took his staff, chose five smooth stones, and carried his sling. He faced the challenge equipped with what fit him, the tools and skills he had developed as a shepherd. Saul's intentions were good. But what worked for Saul did not work for David. Leaders sometimes make the same mistake, expecting everyone to succeed the way they would.

> **KEY LEADERSHIP INSIGHT**
>
> *People often do their best work when they are equipped for who they are, not dressed in someone else's armor.*

Reflection Questions

1. What strikes you about David's willingness to take off Saul's armor?
2. Where might you be asking someone to wear "armor" that does not fit them?
3. How can a leader distinguish between a skill gap and a poor fit?
4. What would it look like to help someone face their challenges with the gifts they already have?

Part Four / The Leadership Connection

In The One-on-One Field Guide, Brandy encourages leaders to look carefully at strengths, signs of strain, and the deeper questions behind performance. The biblical perspective affirms that each person is uniquely equipped. God gifted Bezalel for specific work. Proverbs honors skill. David succeeded when he set aside armor that did not fit. Wise leaders remain honest about what a role truly requires. But they also look for ways to align people's work with their God-given strengths, so that both the person and the team can flourish.

Part Five / Putting Faith Into Practice

The Fitted Armor Exercise

Choose one person you lead. Bring them before God and reflect on these questions.

1. What gifts has God given this person?

Name the strengths you have consistently observed.

2. Where do they seem most energized?

Notice the work that brings out their best.

3. Where might they be wearing armor that does not fit?

Consider whether any part of their role works against their natural design.

4. What does the role truly require?

Be honest about the essential responsibilities that cannot change.

5. How might I help them flourish?

Pray about one adjustment, conversation, or opportunity that could align their work with their gifts.

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A Prayer for the Journey

Creator God, Thank You for the unique gifts You have placed in each person I lead. Thank You for creating us with different strengths, all of them valuable. Give me eyes to see the gifts in others and wisdom to steward them well. Help me notice when someone is struggling under armor that does not fit. Keep me honest about what each role requires, and creative in finding ways for people to flourish. Help me lead in a way that honors how You have designed each person. Amen.

My Faith in Practice Commitment

One person whose gifts I want to steward better is:

A gift I have seen in them:

The biblical truth I want to remember is:

One step I will take to help them flourish:

Closing Reflection

Every person is uniquely equipped by God. When people work in alignment with their gifts, they often flourish. Scripture honors skill and reminds us that God equips people for particular work. David's victory came when he set aside armor that was not his. Wise leaders see each person's gifts, remain honest about what roles require, and look for ways to help people do their best work as the people God created them to be.

A QUESTION TO CARRY FORWARD

Am I equipping people for who they are, or asking them to wear armor that fits someone else?

Preparing for Session Eight

Next topic: When the Conversation Cannot Wait

Assigned reading: The One-on-One Field Guide, "Flex Conversations," p. 112; "Knowing When to Bring In Others," p. 114; and "When a Conversation Becomes a Crisis," pp. 115–121

Suggested Scripture: Isaiah 42:3 and John 11:32–36 (NIV)

As you prepare, notice the people around you whose behavior or energy has recently changed.

SESSION 08 / THE RHYTHM: FLEX CONVERSATIONS

When the Conversation Cannot Wait

STUDY AT A GLANCE

ASSIGNED READING	The One-on-One Field Guide, "Flex Conversations," p. 112; "Knowing When to Bring In Others," p. 114; and "When a Conversation Becomes a Crisis," pp. 115–121
PRIMARY SCRIPTURE	Isaiah 42:3 (NIV)
SUPPORTING SCRIPTURE	Job 2:11–13 (NIV)
BIBLICAL LEADER	John 11:32–36, Jesus weeps with Mary (NIV)

An Invitation to Reflect

Not every important conversation fits on a schedule. Sometimes we notice a change in someone. They seem withdrawn, distracted, or weighed down. The next planned meeting is weeks away. We wonder whether to reach out or wait.

These moments require discernment. We want to care without intruding. We want to be present without overstepping. And we need to recognize when someone needs support beyond what we can offer. Scripture shows us a God who draws near to the hurting. It also offers wisdom about presence, gentleness, and the power of simply showing up. This session invites us to consider how leaders can respond with compassion and wisdom when a conversation cannot wait.

Part One / The Scriptural Foundation

Read Isaiah 42:3 (NIV)

"A bruised reed he will not break, and a smoldering wick he will not snuff out." Isaiah describes the servant of the Lord, a passage the New Testament applies to Jesus. The images are tender. A bruised reed is fragile. A smoldering wick is barely burning.

The servant does not crush what is weak. He handles it with care. He protects what remains rather than extinguishing it. For leaders, this verse describes the posture needed when someone is struggling. Gentleness matters most when people are most fragile.

Questions for Reflection

1. Who on your team might be a "bruised reed" right now?
2. How do you typically respond when someone seems fragile or withdrawn?
3. What would it look like to protect a "smoldering wick" rather than snuff it out?
4. How might gentleness change your approach to someone who is struggling?

Part Two / The Ministry of Presence

Read Job 2:11–13 (NIV)

When Job suffered devastating loss, three of his friends came to comfort him. When they saw him, they wept. Then they sat with him on the ground for seven days and seven nights. "No one said a word to him, because they saw how great his suffering was."

Later in the book, these same friends offer advice that proves unhelpful. But their first response was right. They came. They wept. They sat in silence. Sometimes the most meaningful support is not advice, but presence.

Consider These Questions

- What does this passage teach about the value of simply showing up?
- When has someone's presence meant more to you than their words?
- Why is it tempting to offer advice when someone is hurting?
- How can leaders offer presence while respecting appropriate boundaries?

Part Three / Biblical Leadership in Practice

Jesus Weeps With Mary

Read John 11:32–36 (NIV).

When Jesus arrived in Bethany, His friend Lazarus had already died. Mary came to Him, fell at His feet, and said, "Lord, if you had been here, my brother would not have died." Jesus saw her weeping, and He was deeply moved. He asked where Lazarus had been laid. Then, in one of the shortest verses in Scripture, "Jesus wept."

Those watching said, "See how he loved him!" Jesus knew what He was about to do. Yet He did not rush past Mary's grief. He entered into it. Jesus responded to Mary in the moment. He did not wait for a better time. He was present, moved, and attentive to her grief.

> **KEY LEADERSHIP INSIGHT**
>
> *Compassion does not rush past someone's pain to get to the solution.*

Reflection Questions

1. What strikes you about Jesus weeping even though He knew Lazarus would be raised?
2. When have you rushed past someone's pain to get to a solution?
3. How can leaders respond with compassion without overstepping professional boundaries?
4. When might it be wise to involve others who are better equipped to help?

Part Four / The Leadership Connection

In The One-on-One Field Guide, Brandy addresses flex conversations, knowing when to bring in others, and what to do when a conversation becomes a crisis. The biblical perspective reminds us that compassion often requires responding in the moment. Scripture shows a servant who does not break the bruised reed, friends who sat in silence, and a Savior who wept with those who grieved. Leaders are not called to be counselors or to solve every personal struggle. But we are called to notice, to care, and to know when to connect people with the right support. A timely, compassionate conversation can matter more than a perfectly scheduled one.

Part Five / Putting Faith Into Practice

The Bruised Reed Exercise

Think of someone you have noticed seems different lately. Bring them before God and reflect on these questions.

1. What have I noticed?

Describe the change you have observed, without assuming you know the cause.

2. What is holding me back from reaching out?

Name any fear of intruding, uncertainty, or busyness.

3. How can I offer presence without pressure?

Consider a gentle way to check in that respects their privacy.

4. What are the limits of my role?

Be honest about what kind of support you can offer and when others should be involved.

5. How will I pray for this person?

Commit to bringing them before God, whether or not they choose to share.

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A Prayer for the Journey

Compassionate God, Thank You for drawing near to the brokenhearted. Thank You that You do not break bruised reeds or snuff out smoldering wicks. Open my eyes to the people around me who are struggling. Give me the courage to reach out and the wisdom to do so with gentleness and respect. Help me offer presence before advice. Keep me from rushing past someone's pain. Give me wisdom to know my limits and humility to connect people with the support they truly need. Amen.

My Faith in Practice Commitment

Someone I have noticed may be struggling is:

What has held me back from reaching out:

The biblical truth I want to remember is:

How I will offer a timely, respectful check-in:

Closing Reflection

Some conversations cannot wait. When someone is struggling, timely presence can matter more than perfect timing. Scripture shows us a God who handles the fragile with care, friends who offered silent presence, and a Savior who wept with the grieving. Leaders cannot carry every burden. But we can notice, draw near with gentleness, and help people find the support they need.

A QUESTION TO CARRY FORWARD

Who might need my presence before they need my advice?

Preparing for Session Nine

Next topic: Reflect Honestly After the Meeting

Assigned reading: The One-on-One Field Guide, Chapter Five, pp. 66–81, and "Reflect Honestly," pp. 82–92

Suggested Scripture: 2 Corinthians 13:5 and 2 Samuel 24:10 (NIV)

As you prepare, think about a recent conversation and whether your intentions matched your impact.

SESSION 09 / THE FRAMEWORK: REFLECT HONESTLY

Reflect Honestly After the Meeting

STUDY AT A GLANCE

ASSIGNED READING	The One-on-One Field Guide, Chapter Five, pp. 66–81, and "Reflect Honestly," pp. 82–92
PRIMARY SCRIPTURE	2 Corinthians 13:5 (NIV)
SUPPORTING SCRIPTURE	Haggai 1:5 (NIV)
BIBLICAL LEADER	2 Samuel 24:10, David's conscience after the census (NIV)

An Invitation to Reflect

A conversation does not end when the meeting does. After we leave the room, there is an opportunity that many leaders skip. We can pause and ask honest questions. Did my intentions match my impact? Did I listen well? Did I make promises I need to keep?

It is easy to assume a conversation went well because it felt productive. But feelings are not always reliable. Honest reflection often reveals what we missed in the moment. Self-examination is not self-condemnation. It is an act of humility and growth. Scripture invites us to examine ourselves, to give careful thought to our ways, and to respond honestly when we see the gap between what we intended and what we did. This session invites us to make honest reflection a regular part of how we lead.

Part One / The Scriptural Foundation

Read 2 Corinthians 13:5 (NIV)

Paul writes, "Examine yourselves to see whether you are in the faith; test yourselves." In context, Paul is addressing a church that had been questioning his authority. Rather than defending himself at length, he turns the question around and invites them to look inward. Self-examination is a recurring theme in Scripture. It is not meant to produce anxiety or shame. It is meant to help us see clearly and respond faithfully. For leaders, examining ourselves after a conversation is a way to stay honest about our impact. It keeps us from assuming the best about ourselves without evidence.

Questions for Reflection

1. How often do you examine yourself after a conversation with someone you lead?
2. What makes self-examination uncomfortable?
3. How is honest self-examination different from self-condemnation?
4. What might you discover if you reflected honestly on your last one-on-one?

Part Two / Careful Thought

Read Haggai 1:5 (NIV)

The prophet Haggai spoke to people who had returned from exile and become absorbed in their own concerns. Twice God tells them, "Give careful thought to your ways." They were busy. They were working hard. But their effort was not producing what they hoped. God invited them to stop and consider what was really happening. Busy leaders can fall into the same pattern. We move from one conversation to the next without pausing to consider whether our ways are producing the fruit we want.

Consider These Questions

- What would it look like to "give careful thought to your ways" after a conversation?
- Where might busyness be keeping you from honest reflection?
- What patterns might you notice if you paused more often?
- How could a few minutes of reflection change your next conversation?

Part Three / Biblical Leadership in Practice

David's Conscience After the Census

Read 2 Samuel 24:10 (NIV).

King David ordered a census of the fighting men of Israel. It was a decision driven more by pride and self-reliance than by trust in God. Even his commander Joab questioned it. After the count was complete, something changed. "David was conscience-stricken after he had counted the fighting men, and he said to the Lord, 'I have sinned greatly in what I have done.'"

David's recognition came after the action, not before. But when he saw clearly, he did not excuse himself or shift blame. He named what he had done and turned toward God. Every leader will sometimes recognize a misstep only after it is over. What matters is how we respond. David's honesty opened the door to repair.

KEY LEADERSHIP INSIGHT

Honest reflection after the fact is not failure. It is the beginning of faithful correction.

Reflection Questions

1. What strikes you about David's response once he saw his mistake?
2. When have you recognized a misstep only after a conversation was over?
3. How do you typically respond when you realize your impact did not match your intention?
4. What would it look like to name a misstep honestly and seek repair?

Part Four / The Leadership Connection

In The One-on-One Field Guide, Brandy reminds leaders that the conversation does not end when the meeting does, and she describes honest reflection as an essential stage. The biblical perspective confirms that self-examination is a mark of faithful living. Scripture invites us to examine ourselves, to give careful thought to our ways, and to respond honestly when we see where we fell short. David shows us that recognizing a mistake after the fact can lead to genuine repair. Leaders who reflect honestly grow faster, keep their promises more consistently, and build deeper trust with the people they serve.

Part Five / Putting Faith Into Practice

The Careful Thought Exercise

After your next one-on-one, set aside five minutes for honest reflection before God. Use these questions as a guide.

1. What went well in this conversation?

Name what you are grateful for and what reflected good leadership.

2. Did my impact match my intention?

Consider how the other person may have experienced the conversation.

3. What did I promise, and will I keep it?

Write down any commitments you made and when you will follow through.

4. Where did I fall short?

Name any missteps honestly, without excuse or harsh self-criticism.

5. What repair or growth is needed?

Ask God to show you one step toward repair or improvement.

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A Prayer for the Journey

Lord, Search my heart and show me what I cannot see on my own. Help me examine myself honestly, without excuse and without condemnation. When my impact does not match my intention, give me the humility to recognize it and the courage to make it right. Help me remember the promises I make to the people I lead as clearly as I remember theirs to me. Like David, give me a tender conscience and a heart that turns quickly toward You and toward repair. Amen.

My Faith in Practice Commitment

A recent conversation I need to reflect on is:

A promise I made that I need to keep:

The biblical truth I want to remember is:

When I will set aside time for honest reflection:

Closing Reflection

Honest reflection is one of the quiet disciplines of faithful leadership. It helps us see clearly, keep our promises, and grow. Scripture invites us to examine ourselves and give careful thought to our ways. David reminds us that recognizing a misstep, even after the fact, can open the door to repair. When we reflect honestly after every important conversation, we become leaders whose words and actions people can trust.

A QUESTION TO CARRY FORWARD

When I look honestly at my last conversation, did my impact match my intention?

Preparing for Session Ten

Next topic: Turn Quarterly Check-Ins Into Development

Assigned reading: The One-on-One Field Guide, "How to Use This Field Guide," p. 107; "A Year of Intentional Leadership," pp. 108–110; and "Sample Conversation Pages," pp. 124–128

Suggested Scripture: 1 Corinthians 3:6–7 and Acts 15:36, 41 (NIV)

As you prepare, think about how someone you lead has grown over the past several months.

SESSION 10 / THE RHYTHM: QUARTERLY CHECK-INS

Turn Quarterly Check-Ins Into Development

STUDY AT A GLANCE

ASSIGNED READING	The One-on-One Field Guide, "How to Use This Field Guide," p. 107; "A Year of Intentional Leadership," pp. 108–110; and "Sample Conversation Pages," pp. 124–128
PRIMARY SCRIPTURE	1 Corinthians 3:6–7 (NIV)
SUPPORTING SCRIPTURE	Mark 4:26–29 (NIV)
BIBLICAL LEADER	Acts 15:36, 41, Paul returns to strengthen the churches (NIV)

An Invitation to Reflect

Growth is usually slow. It rarely happens in a single conversation. It unfolds over weeks and months, through small steps, setbacks, and gradual progress. In any one meeting, it can be difficult to see.

This is why rhythm matters. When leaders meet with people consistently over time, patterns become visible. Progress that seemed invisible in one conversation becomes clear across several. Scripture often uses images of planting and growth. It reminds us that we can plant and water, but growth is ultimately God's work. It also shows us leaders who returned to check on the people they had invested in. This session invites us to consider how regular check-ins can become places of genuine development.

Part One / The Scriptural Foundation

Read 1 Corinthians 3:6–7 (NIV)

Paul writes, "I planted the seed, Apollos watered it, but God has been making it grow. So neither the one who plants nor the one who waters is anything, but only God, who makes things grow." The church in Corinth was dividing into factions around different leaders. Paul reminds them that leaders play a role, but growth comes from God.

This passage offers both humility and relief for leaders. We have real responsibility to plant and water. But we do not control the growth. We participate in it. For leaders who invest in people over time, this perspective brings patience. Our role is faithful cultivation, not forcing outcomes.

Questions for Reflection

1. What does it look like for you to "plant and water" in the lives of the people you lead?
2. How does remembering that God gives the growth change your expectations?
3. Where are you tempted to force growth that needs more time?
4. What relief might come from seeing yourself as a participant rather than the source of growth?

Part Two / First the Stalk

Read Mark 4:26–29 (NIV)

Jesus describes the kingdom of God as seed scattered on the ground. Night and day, the seed sprouts and grows, though the farmer does not know how. "All by itself the soil produces grain, first the stalk, then the head, then the full kernel in the head." Growth happens in stages. The stalk comes before the head, and the head before the full kernel. Each stage matters. Leaders sometimes expect the full kernel when someone is still at the stalk. This parable invites patience with the gradual nature of development.

Consider These Questions

- What stage of growth is each person on your team in right now?
- Where have you expected the "full kernel" too soon?
- How can you celebrate progress at each stage?
- What would it look like to trust the process of growth?

Part Three / Biblical Leadership in Practice

Paul Returns to Strengthen the Churches

Read Acts 15:36 and 15:41 (NIV).

After his first missionary journey, Paul did not simply move on to new places. He said to Barnabas, "Let us go back and visit the believers in all the towns where we preached the word of the Lord and see how they are doing." Paul understood that planting was only the beginning. People needed ongoing care, encouragement, and attention. So he returned.

Luke later notes that Paul "went through Syria and Cilicia, strengthening the churches." His return visits were intentional opportunities to see progress, address needs, and strengthen what had been planted. Paul modeled the value of follow-up. He did not assume growth would continue without attention. He went back, observed, and strengthened.

> **KEY LEADERSHIP INSIGHT**
>
> *Development happens when leaders return regularly to see how people are doing.*

Reflection Questions

1. What strikes you about Paul's desire to go back and "see how they are doing"?
2. How consistently do you return to check on the people you have invested in?
3. What might you see over a quarter that you would miss in a single meeting?
4. How could your check-ins become opportunities to strengthen rather than simply evaluate?

Part Four / The Leadership Connection

In The One-on-One Field Guide, Brandy describes a year of intentional leadership built on regular, structured conversations. The biblical perspective reveals that this kind of rhythm reflects how growth actually happens. Scripture reminds us that we plant and water while God gives the growth, that development unfolds in stages, and that faithful leaders return to strengthen what they have planted. Leaders who meet consistently with the people they lead can see patterns, celebrate progress, and offer timely support. Their patience and presence become part of the soil in which people grow.

Part Five / Putting Faith Into Practice

The Planting and Watering Exercise

Choose one person you lead. Look back over the past three months and reflect on these questions before God.

1. Where has this person grown?

Name specific progress, even if it seems small.

2. What stage of growth are they in?

Consider whether they are at the stalk, the head, or the full kernel in a particular area.

3. What have I planted and watered?

Reflect honestly on your own contribution to their development.

4. Where do I need more patience?

Identify any area where you have expected growth too quickly.

5. How will I strengthen them in the next quarter?

Ask God to show you one meaningful way to support their continued growth.

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A Prayer for the Journey

Lord of the harvest, Thank You for the privilege of planting and watering in the lives of the people I lead. Thank You that the growth belongs to You. Give me patience with the slow and steady work of development. Help me see progress at every stage and celebrate it. Like Paul, give me a heart that wants to return and see how people are doing. Help me strengthen what has been planted. Keep me faithful in my part and trusting in Yours. Amen.

My Faith in Practice Commitment

One person whose growth I want to celebrate is:

Where I need more patience:

The biblical truth I want to remember is:

How I will strengthen them in the coming quarter:

Closing Reflection

Growth takes time. It unfolds in stages, often slowly, and rarely in a single conversation. Scripture reminds us that we plant and water while God gives the growth, that development comes first as a stalk and later as a full kernel, and that faithful leaders return to see how people are doing. When we commit to regular, patient check-ins, we create space for people to grow, and we get to witness the growth God brings.

A QUESTION TO CARRY FORWARD

Am I patient enough to celebrate the stalk while I wait for the full kernel?

Preparing for Session Eleven

Next topic: Evaluate the Whole Year, Not Just the Score

Assigned reading: The One-on-One Field Guide, "The Annual Evaluation," p. 111; "The Deeper Questions," p. 123; and "Sample Conversation Pages," pp. 124–128

Suggested Scripture: Matthew 25:21 and Revelation 2:1–5 (NIV)

As you prepare, consider what a numbers-only review might miss about someone you lead.

SESSION 11 / THE RHYTHM: ANNUAL EVALUATION

Evaluate the Whole Year, Not Just the Score

STUDY AT A GLANCE

ASSIGNED READING	The One-on-One Field Guide, "The Annual Evaluation," p. 111; "The Deeper Questions," p. 123; and "Sample Conversation Pages," pp. 124–128
PRIMARY SCRIPTURE	Matthew 25:21 (NIV)
SUPPORTING SCRIPTURE	Psalm 15:1–2 (NIV)
BIBLICAL LEADER	Revelation 2:1–5, A balanced word to the church in Ephesus (NIV)

An Invitation to Reflect

Annual evaluations can feel like a final verdict. A year of work is often reduced to a rating, a score, or a few lines on a form. Results matter, and measuring work is necessary. But numbers rarely tell the whole story.

Behind every score is a person. Someone who may have grown significantly despite a difficult season. Someone who met every target but is quietly exhausted. Someone whose most important contributions do not show up on a spreadsheet.

Scripture offers a fuller picture of evaluation. It honors faithfulness. It looks at character and integrity. And it models a way of naming both strengths and growth areas with honesty and care. This session invites us to consider how leaders can evaluate the whole year, not just the score.

Part One / The Scriptural Foundation

Read Matthew 25:21 (NIV)

In the parable of the talents, a master returns to settle accounts with his servants. To the one who had invested faithfully, he says, "Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share your master's happiness!"

Notice what the master praises. He commends the servant as "good" and "faithful," not only productive. The evaluation recognizes character as well as results. The master also responds with greater trust and shared joy. Evaluation becomes an opportunity for celebration and new responsibility. For leaders, this verse invites us to recognize faithfulness, to name it clearly, and to let evaluation open doors to growth.

Questions for Reflection

1. What does it mean to evaluate someone as "good and faithful" rather than only productive?
2. How often do your evaluations recognize character as well as results?
3. What would it look like for an annual review to include shared joy?
4. How might faithful work be overlooked in a numbers-only review?

Part Two / Integrity of Heart

Read Psalm 15:1–2 (NIV)

The psalmist asks, "Lord, who may dwell in your sacred tent?" The answer begins: "The one whose walk is blameless, who does what is righteous, who speaks the truth from their heart." This psalm describes a person of integrity. Their character is reflected in how they walk, what they do, and how they speak. These qualities rarely appear on a performance scorecard. Yet they shape the trust, culture, and health of every team.

Consider These Questions

- Which qualities of integrity matter most on your team?
- How could an evaluation honor character as well as output?
- Who on your team demonstrates integrity in ways that are easy to overlook?
- What would it look like to speak the truth from your heart in an evaluation?

Part Three / Biblical Leadership in Practice

A Balanced Word to the Church in Ephesus

Read Revelation 2:1–5 (NIV).

In the book of Revelation, the risen Christ speaks to seven churches. To the church in Ephesus, He begins with specific affirmation: "I know your deeds, your hard work and your perseverance." He names their faithfulness and their endurance through hardship. Then He speaks honestly about a concern: "Yet I hold this against you: You have forsaken the love you had at first." Finally, He offers a clear path forward: "Consider how far you have fallen! Repent and do the things you did at first."

The message is neither flattery nor condemnation. It is a full and honest evaluation that names strengths, addresses a real concern, and points toward renewal. This passage offers leaders a model for annual conversations. Begin with specific recognition. Address concerns honestly. And always point toward what renewal or growth could look like.

> **KEY LEADERSHIP INSIGHT**
>
> *A faithful evaluation names what is good, addresses what needs attention, and offers a clear path forward.*

Reflection Questions

1. What do you notice about the order of this message: affirmation, concern, and path forward?
2. How specific is the affirmation in your evaluations?
3. How might busy, productive people slowly lose their "first love" for their work?
4. What would it look like to offer a clear path forward in every evaluation?

Part Four / The Leadership Connection

In The One-on-One Field Guide, Brandy encourages leaders to approach the annual evaluation as a meaningful conversation, guided by deeper questions rather than scores alone. The biblical perspective affirms that evaluation should consider the whole person. Scripture honors faithfulness, values integrity, and models balanced feedback that names strengths, addresses concerns, and offers a way forward. Leaders who evaluate the whole year communicate that people are more than their numbers. They hold standards with integrity while honoring the growth, character, and contributions that a score can never fully capture.

Part Five / Putting Faith Into Practice

The Whole Year Exercise

Choose one person whose annual evaluation is approaching or recently completed. Reflect on these questions before God.

1. Where has this person been faithful?

Name specific evidence of faithfulness, not only results.

2. What character qualities have I seen?

Consider integrity, perseverance, kindness, or other qualities that matter.

3. What story do the numbers not tell?

Reflect on the season, challenges, or growth behind their results.

4. What concern needs to be addressed honestly?

Name any growth area with clarity and care.

5. What path forward can I offer?

Ask God to help you see a hopeful next step for this person.

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A Prayer for the Journey

Lord, Thank You for seeing me fully, not only by my results but by my heart. Help me see the people I lead the same way. Give me wisdom and fairness as I evaluate their work. Help me name faithfulness clearly and recognize the character behind their contributions. Give me courage to address concerns honestly and grace to offer a clear path forward. May my evaluations reflect truth, care, and genuine hope for each person's growth. Amen.

My Faith in Practice Commitment

One person whose whole year I want to see more fully is:

A faithful quality I will name:

The biblical truth I want to remember is:

The hopeful path forward I will offer:

Closing Reflection

A year of work cannot be captured fully in a score. Behind every number is a person with a story, a character, and a path of growth. Scripture honors faithfulness, values integrity, and models evaluation that is both honest and hopeful. The word to the church in Ephesus shows us how to affirm, address, and point toward renewal. When we evaluate the whole year, we honor the whole person.

A QUESTION TO CARRY FORWARD

What story about this person's year will the numbers never tell unless I tell it?

Preparing for Session Twelve

Next topic: The Leader You Are Becoming

Assigned reading: The One-on-One Field Guide, "The Evaluation That Evaluated Me," pp. 94–102; "Your Own Reflection," pp. 103–106; and Closing, pp. 130–131

Suggested Scripture: John 13:12–17 and Acts 20:17–35 (NIV)

As you prepare, think about how a year of leading others has changed you.

SESSION 12 / THE LEADER'S OWN REFLECTION

The Leader You Are Becoming

STUDY AT A GLANCE

ASSIGNED READING	The One-on-One Field Guide, "The Evaluation That Evaluated Me," pp. 94–102; "Your Own Reflection," pp. 103–106; and Closing, pp. 130–131
PRIMARY SCRIPTURE	John 13:12–17 (NIV)
SUPPORTING SCRIPTURE	1 Timothy 4:15–16 (NIV)
BIBLICAL LEADER	Acts 20:17–35, Paul's farewell to the Ephesian elders (NIV)

An Invitation to Reflect

Developing others changes the leader too. Over the course of a year, every conversation, every difficult moment, and every act of listening shapes us. We may set out to help others grow and discover that we have been growing as well. Sometimes the people we lead teach us the most. Their honesty reveals our blind spots. Their growth challenges our assumptions. Their feedback shows us who we are becoming. Scripture calls leaders to serve humbly, to watch their own lives closely, and to lead in a way that leaves a lasting example. This final session invites us to reflect on the leader we are becoming and to commit to continued growth.

Part One / The Scriptural Foundation

Read John 13:12–17 (NIV)

After washing His disciples' feet, Jesus returned to His place and asked, "Do you understand what I have done for you?" He explained, "You call me 'Teacher' and 'Lord,' and rightly so, for that is what I am. Now that I, your Lord and Teacher, have washed your feet, you also should wash one another's feet." Then He added, "Now that you know these things, you will be blessed if you do them."

Jesus defined leadership through service. The one with the greatest authority took the posture of the lowest servant. For leaders reflecting on a year of one-on-ones, this passage offers a defining question. Did I serve the people I led?

Questions for Reflection

1. What does it mean to you that Jesus defined leadership through washing feet?
2. Where have you served the people you lead well this year?
3. Where have you expected to be served rather than serving?
4. What does "you will be blessed if you do them" invite you to practice?

Part Two / Watch Your Life Closely

Read 1 Timothy 4:15–16 (NIV)

Paul writes to Timothy, a young leader: "Be diligent in these matters; give yourself wholly to them, so that everyone may see your progress. Watch your life and doctrine closely." Paul expected Timothy's growth to be visible. He also urged Timothy to pay close attention to his own life, not only to his teaching. Leaders who invest in others must also watch their own lives. Our growth matters, and the people we lead are watching it.

Consider These Questions

- What progress in your own leadership might others be able to see?
- What does it look like to "watch your life closely" as a leader?
- Where do you most need to grow in the coming year?
- How might your own growth encourage the people you lead?

Part Three / Biblical Leadership in Practice

Paul's Farewell to the Ephesian Elders

Read Acts 20:17–35 (NIV).

Near the end of his missionary journeys, Paul called the elders of the church in Ephesus to meet him. He knew he would likely never see them again. He began, "You know how I lived the whole time I was with you." He reminded them that he had served with humility and tears, that he had not hesitated to teach them, and that he had worked hard to support himself and others.

Then he urged them, "Keep watch over yourselves and all the flock." He closed with words of Jesus: "It is more blessed to give than to receive." Paul could point to the way he had lived because his leadership had been consistent, humble, and generous. His farewell was not a list of accomplishments. It was a reminder of a life lived faithfully among people.

> **KEY LEADERSHIP INSIGHT**
>
> *The leader we are becoming is revealed in how we lived among the people we led.*

Reflection Questions

1. What strikes you about Paul saying, "You know how I lived"?
2. If the people you lead described how you lived among them this year, what would they say?
3. What does it mean to "keep watch over yourself" as well as others?
4. What kind of example do you want to leave with the people you lead?

Part Four / The Leadership Connection

In The One-on-One Field Guide, Brandy describes the evaluation that evaluated her, a reminder that developing others also reveals and shapes the leader. The biblical perspective deepens this insight. Scripture defines leadership as service, calls leaders to watch their own lives closely, and shows through Paul's farewell that the most meaningful legacy is a life lived faithfully among people. The leader we are becoming is shaped one conversation at a time. Every act of listening, affirmation, honest correction, and follow-through forms us as much as it forms others.

Part Five / Putting Faith Into Practice

The Washed Feet Exercise

Look back over your conversations, commitments, and reflections from this study. Spend quiet time with God and reflect on these questions.

1. How has leading others changed me this year?

Name the ways you have grown or been challenged.

2. What have the people I lead taught me?

Reflect on insights you gained through their honesty, growth, or feedback.

3. Where have I served well, and where have I fallen short?

Be honest and grateful at the same time.

4. What do I want the people I lead to say about how I lived among them?

Write a sentence describing the example you hope to leave.

5. What is my next step of growth?

Ask God to show you one area to focus on in the coming year.

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A Prayer for the Journey

Lord Jesus, You washed Your disciples' feet and showed us what true leadership looks like. Thank You for the privilege of serving the people You have entrusted to me. Thank You for what I have learned through them this year. Thank You for the ways You have used every conversation to shape me. Help me watch my life closely. Make my progress visible, not for my glory, but so that others are encouraged. Like Paul, help me live in such a way that the people I lead can see Your faithfulness in me. And keep me humble, teachable, and ready to serve. Amen.

My Faith in Practice Commitment

The most important way leading others has changed me is:

Something the people I lead have taught me:

The biblical truth I want to remember is:

My next step of growth as a leader:

Closing Reflection

Developing others is one of the most meaningful parts of leadership. And along the way, it develops us. Scripture calls us to serve as Jesus served, to watch our own lives closely, and to live in a way that leaves a faithful example. Paul's farewell reminds us that our legacy is found in how we lived among the people we led. The leader you are becoming is being shaped in every conversation. Keep showing up, keep listening, and keep serving.

A QUESTION TO CARRY FORWARD

If the people I lead described how I lived among them this year, what would I hope they would say?

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The Practice

CONTINUES

Every conversation is an opportunity to see, serve, and strengthen the people God has entrusted to you. Keep showing up, keep listening, and keep taking the next faithful step.

Choose a date to look back on what has changed in the experience of the people you lead, and keep the field guide close for every conversation.

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