

# LEADone

## FACILITATOR GUIDE - SESSION 3: FIT

*NOTE: Prior to this session, inform Coaches of the content, asking them to be ready with responses from their life. Ask them to lead out with stories of weakness or failure. **Confirm which Coach is willing to share in response to specific questions.** This will set the tone of vulnerability for the whole group, ensuring a safe place for Participants to be honest with themselves and others.*

### WELCOME & REVIEW

LEAD COACH - 10 MINUTES

- Glad we're together again, that we get to be challenged together!
- Revisit key points from the Strengths conversation (LC's discretion)
- Question: How has the Strengths conversation developed for you? (allow response)
- Transition: The reality is, our strengths are not the only parts that make up who we are, there is more to the picture.

### INTRODUCE FIT

LEAD COACH - 5 MINUTES

- Lead Coach Story: Share an area of weakness, and an example from early years of work/education where you recognized this weakness.
- Transition: In order to understand our Fit within an organization, our church, or even our family, we must be honest with ourselves and identify our weaknesses.

### INTERDEPENDENCE

GUIDED DISCUSSION - 15 MINUTES

Inform: Consider this progression...

- From birth to early years of life - Dependence
  - Observe one basic example of kids needing parents, teachers, etc.
- As we grow and develop, we desire - Independence
  - Observe evidence of the desire for independence in kids/teenagers
- But maturity understands that we need - Interdependence
  - Our weaknesses reveal that we were never meant to do life alone, especially to accomplish anything of significance.
- Transition: So let's consider our specific strengths, our natural weaknesses, and what kind of strength would complement that weakness.

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## FIT

GUIDED CONVERSATION - 15 MINUTES

Invite each person to share one strength and one weakness

- As a group, determine whose strength would complement that weakness
- Brainstorm real-world scenarios where each combination of Strength-Weakness would be beneficial
- Transition: We can see the potential of Interdependence. But our weakness is not only something that we are not good at. To understand and achieve our unique Fit, we need to address other areas of weakness.

PLAY video - LeadOne Session 3

## RESPONSE

GUIDED ONE-ON-ONE - 20 MINUTES

- Encourage everyone to write down this key phrase before you engage questions:  
*A Weakness is something that leaves you weaker when you're done, and it is anything that holds you back.*
- Questions (allow time for response to each):
  1. Where is your Nazareth?
    - Growing up, did you ever feel a sense of shame or apology concerning where you're from? Discontent with your family situation?
  2. What is your Pain?
    - Did you ever have a moment of failure or inability to follow through, especially publicly? What happened? How did you respond?
  3. What is in your Hand?
    - Have you squared with the hand that you were dealt? With who you are and how God made you?
- Transition: Coaches and Participants, this conversation is so important. Let it continue into your one-on-one meetings.

## CLOSING AND NEXT STEPS

LEAD COACH - 10 MINUTES

- Invite another Coach to pray, asking God to guide us through the difficult and necessary questions, to find our place in His story.
- Encourage each pairing to schedule their next one-on-one
- Remind group of next LeadOne gathering date and time
- Dismiss