

BREAKING THE MOLD

Student Handout | Lessons 1 & 2

Rethinking Leadership from the Inside Out

Name: _____ Date: _____

LESSON 1 — IDENTITY-BASED LEADERSHIP

Big Idea: Lead from who you are, not simply from what you do.

Scripture Anchor: “As a man thinks in his heart, so is he.” — Proverbs 23:7

Opening Reflection

Think of a leader you deeply respect. What makes that person stand out—what they do, or who they are?

Three Identity Anchors

ANCHOR	WHAT IT MEANS	MY REFLECTION
BELONGING	You are chosen, not because of performance. (John 15:16)	
PURPOSE	You are called, not randomly assigned.	
CHARACTER	You are being formed, not simply managed.	

Watch Your Identity

When leadership becomes tied to a role or title, watch for:

- ☐ Needing constant validation
- ☐ Difficulty delegating
- ☐ Fear of being replaced or overlooked

Discussion

• Where has your leadership identity been most challenged—by your role or by your character?

• What would it look like for you to lead from identity in your specific context?

• Which anchor—Belonging, Purpose, or Character—needs the most attention right now?

THIS WEEK — PERSONAL APPLICATION

Complete: “I lead from a place of _____ because God has called me to _____.”

Trusted person I will share this with: _____

LESSON 2 — HEALTHY GROUP DYNAMICS

Big Idea: Healthy groups are cultivated, not assumed.

Key Thought: Leaders set the tone. Culture is built through repeated behaviors.

THE FIVE MARKERS OF HEALTHY GROUP DYNAMICS

MARKER	IN PRACTICE	HOW ARE WE DOING?
1. Psychological Safety	People can speak, question, and fail without fear of shame or rejection.	☐ Strong ☐ Growing ☐ Needs attention
2. Shared Ownership	Everyone has a role; responsibility is distributed.	☐ Strong ☐ Growing ☐ Needs attention
3. Honest Communication	Truth is spoken in love; issues do not fester.	☐ Strong ☐ Growing ☐ Needs attention
4. Conflict Resolution	Disagreements are addressed directly and redemptively.	☐ Strong ☐ Growing ☐ Needs attention
5. Mutual Accountability	Members encourage and challenge one another toward growth.	☐ Strong ☐ Growing ☐ Needs attention

COMMON DYSFUNCTION PATTERNS

- ☐ The Dominant Voice — one person monopolizes; others disengage.
- ☐ The Passive Participant — attends but rarely contributes.
- ☐ The Underground Current — unspoken tension shapes interactions.
- ☐ The Clique Cluster — sub-groups form and others feel excluded.
- ☐ The Yes-Group — everyone agrees on the surface; no one challenges anything.

Leader Self-Check

- Which marker does my group currently do best?

- Which marker needs the most intentional development?

- Which dysfunction pattern is present—or at risk—in my group?

ONE PRACTICE I WILL IMPLEMENT AT MY NEXT GATHERING

Try This: Begin your next gathering with a simple check-in question that invites everyone to share briefly.

BRINGING IT TOGETHER

Identity shapes community. Who you are as a leader directly affects the kind of group you build. Identity-based leadership is the foundation for healthy group dynamics.

- How does my current leadership identity show up in the health—or dysfunction—of my group?

- What would it look like for my group to reflect my healthiest leadership self?

- Where do I need to grow first so my group can grow with me?

Closing Prayer

“Lord, make us leaders who lead from who You say we are—not from who we’re afraid to lose. Teach us to build spaces that look like Your Kingdom. Amen.”