



Forum Lesson:

From Control to Trust

Discussion Guide



Discussion Questions

These questions are meant to facilitate discussion and application steps for you.

1. Reagan shared that senior leadership is not a promotion, it's a completely different job requiring new behaviors.
Where in your work or leadership are you still operating like you have to “do it all” instead of leading at a higher level?
2. Reagan emphasized the difference between performance vs. preference and the need to communicate clearly where you are firm and flexible.
Question:
When you delegate, where do you tend to struggle more... letting go of control or giving clear direction?
3. Reagan admitted she struggled with moving too fast and not bringing her team along.
How do you currently lead others through change—and where might you be leaving people behind?

Forum Challenge:

“To one he gave five bags of gold, to another two bags, and to another one bag, each according to his ability. Then he went on his journey.” [Matthew 25:15](#)

If you lead a team, then this week, practice “intentional delegation.”

Choose ONE task you normally hold onto and delegate it using Reagan’s framework:

- Clearly define the task
- Set a specific timeline
- Explain the “why”
- Provide tools/resources
- Define success (outcome)

Coaching tip: *Before stepping in to “fix” something, pause and ask:
Is this a performance issue or a preference issue?*

A man and a woman are smiling in a workshop setting. The image is overlaid with a blue tint and the text "Going Deeper" in white. The man is wearing glasses and a dark shirt, and the woman is wearing glasses and a light-colored shirt. They are both looking towards the camera. The background shows a workshop with various tools and equipment.

Going Deeper

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- Where is God asking you to trust others with responsibility instead of holding onto control?
- How might your reluctance to delegate be limiting the growth of others?
- In what ways are you trusting yourself more than trusting God in your leadership?

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