

***THE POUND
FOR POUND
PRINCIPLE***

**HOW TO INCREASE YOUR
GOD-GIVEN CAPACITY**

MIKE KAI

STUDY GUIDE

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ISBN: 978-1-950718-53-5 1 2 3 4 5 6 7 8 9 10

Printed in the United States of America

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CHAPTER 1

UNDERDOG

DOING THE BEST YOU CAN WITH WHAT YOU'VE BEEN GIVEN



“How do we become five-talent people?’ While I used to ask that, instead I think we should ask, ‘Am I doing everything I can with what I’ve been given? In what areas of my life can I prove myself faithful so that I can receive all the Lord has planned for me and bring glory to him?’”



READING TIME

Read Chapter 1: Underdog in *The Pound for Pound Principle*. Use the Notes space to record any thoughts you want to remember or questions you want to talk about later.



Why do you think our society places such a large emphasis on one's quantifiable success—whether it's height, income, or job title? What effect does this have on our perception of our own value and worth?

Have you ever fallen into the trap of comparing your success with someone else's? What did you learn from the experience? How can comparison actually hold us back from being our best?

Why are “underdog” stories so inspiring? What do you think they teach us about the importance of using what you have well?



STUDY SCRIPTURE

Read Matthew 25:14-30:

Again, it will be like a man going on a journey, who called his servants and entrusted his wealth to them. 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. The man who had received five bags of gold went at once and put his money to work and gained five bags more. So also, the one with two bags of gold gained two more. But the man who had received one bag went off, dug a hole in the ground and hid his master's money.

After a long time the master of those servants returned and settled accounts with them. The man who had received five bags of gold brought the other five. "Master," he said, "you entrusted me with five bags of gold. See, I have gained five more."

His master replied, "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!"

The man with two bags of gold also came. "Master," he said, "you entrusted me with two bags of gold; see, I have gained two more."

His master replied, "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!"

Then the man who had received one bag of gold came. "Master," he said, "I knew that you are a hard man, harvesting where you have not sown and gathering where you have not scattered seed. So I was afraid and went out and hid your gold in the ground. See, here is what belongs to you."

His master replied, "You wicked, lazy servant! So you knew that I harvest where I have not sown and gather where I have not scattered seed? Well then, you should have put my money on deposit with the bankers, so that when I returned I would have received it back with interest.

"So take the bag of gold from him and give it to the one who has ten bags. For whoever has will be given more, and they will have an abundance. Whoever does not have, even what they have will be taken from them. And throw that worthless servant outside, into the darkness, where there will be weeping and gnashing of teeth."

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Why do you think the third servant in the Parable of the Talents—the one who buried his talent—acted the way he did? What fears or other factors do you think contributed to his decision?

Do you tend to focus more on your shortcomings and weaknesses, or the strengths you have to work with? Why do you think this is?

What are some of the strengths, skills, and talents God has given you to work with?





SHARE YOUR STORY

“The servants had no say in what they received, just the choice of doing what they could with what they had.”



How have you already seen God working as a result of those talents?

In what ways can you invest and increase your talents even more than you currently are?

What stories from the Bible can you recall in which God used an “underdog” in big ways, despite the difficulties or shortcomings they had to overcome?



How does it make you feel to know that you have no control over the talents that are handed to you? In what ways might this be a freeing revelation?

What's one takeaway from this chapter that you want to implement in your life? Why do you think this point stood out to you?



CHAPTER 2

CONTENTMENT

FINDING IT IN YOUR POUND FOR POUND VALUE



“Becoming *more* and reaching *more* isn’t all about us. It’s about impacting others’ lives, especially in the perilous times in which we operate.”



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READING TIME

Read “Chapter 2: “Contentment” in *The Pound for Pound Principle*. Use the Notes space to record any thoughts you want to remember or questions you want to talk about later.

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In your own words, what’s the difference between contentment and complacency?

How can comparison steal our sense of contentment? Have you experienced this in your own life?





STUDY SCRIPTURE

Read Joshua 14:6-12:

Now the people of Judah approached Joshua at Gilgal, and Caleb son of Jephunneh the Kenizzite said to him, “You know what the LORD said to Moses the man of God at Kadesh Barnea about you and me. I was forty years old when Moses the servant of the LORD sent me from Kadesh Barnea to explore the land. And I brought him back a report according to my convictions, but my fellow Israelites who went up with me made the hearts of the people melt in fear. I, however, followed the LORD my God wholeheartedly. So on that day Moses swore to me, ‘The land on which your feet have walked will be your inheritance and that of your children forever, because you have followed the LORD my God wholeheartedly.

“Now then, just as the LORD promised, he has kept me alive for forty-five years since the time he said this to Moses, while Israel moved about in the wilderness. So here I am today, eighty-five years old! I am still as strong today as the day Moses sent me out; I’m just as vigorous to go out to battle now as I was then. Now give me this hill country that the LORD promised me that day. You yourself heard then that the Anakites were there and their cities were large and fortified, but, the LORD helping me, I will drive them out just as he said.”

What stands out most to you about Caleb’s attitude here? What’s remarkable about this, especially given his age at the time (80 years old)?

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How do you think Caleb stayed inspired and motivated throughout the 40 years in which the Israelites had to go back into the wilderness?

Can you recall a time in which you “overreached” for a goal that wasn’t feasible for your age and stage? What was it? What did you learn from the experience?

Why does your complacency affect those you lead, and how?



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SHARE YOUR STORY

“Motivation and inspiration go hand in hand. In fact, I believe inspiration is the fuel of motivation.”

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What are some of the things that are currently holding you back from stewarding your resources well?

How will our leadership—and our talents—suffer if we refuse to change?

What responsibilities does a leader have during a time of crisis? What kind of attitude and disposition must he or she adopt to be effective?

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What's one step you can take toward developing your potential this week?

How can you practically begin to move away from complacency and towards contentment?

Who are some of the leaders who inspire you— leaders who haven't settled, but have hungered for more and pursued it?



CHAPTER 3

WHO'S IN MY CORNER?

TRUSTING IN KEY PEOPLE TO GET YOU GOING



“The Lord knows who you’ll need when you need it. Keep praying and keep your eyes open, and you’ll discover them.”

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READING TIME

Read Chapter 3: “Who’s in My Corner?” in *The Pound for Pound Principle*. Use the Notes space to record any thoughts you want to remember or questions you want to talk about later.

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Think of one or two people who have been absolutely essential in your leadership journey. What contributions have they brought into your life?

Why is it imperative that we surround ourselves with others—that we don’t try to walk this journey alone?





STUDY SCRIPTURE

Read Ephesians 4:11-15:

So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.

Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of people in their deceitful scheming. Instead, speaking the truth in love, we will grow to become in every respect the mature body of him who is the head, that is, Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.



Why do you think the diversity described here in the Body of Christ is so important to everyone being “built up” and reaching “unity in the faith”?

How can we see the importance of community and support in the life of Jesus? What do you think it says that even the Son of God surrounded Himself with twelve men throughout His missionary years?

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SHARE YOUR STORY

“Different seasons will bring you different people. Those who were in my corner ten years ago are not the same today.”

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How have the people in your corner changed throughout the years? What do you think the main factors in these changes have been (location, life direction, family growth, etc.)?

Have you ever been in a tight situation or battle without any supportive people around you? What was the result?



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Conversely, how have you seen others—especially fellow believers—strengthen and fortify you in the heat of battle?

What's the difference between a trainer and a cut-man? Do you have one of each currently in your close circle?

Think about one mentor or trusted person you want to grow closer to this year. How can you take a practical step towards building a stronger relationship with this person?



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Who do you need to thank today for having your back, being in your corner, and championing you? How can you thoughtfully express your gratitude to this person?

What's the main takeaway from this chapter that you want to implement in your life, starting today?



CHAPTER 4

THE MAKING OF A PRIZEFIGHTER

THE EARLY LESSONS OF FAITHFULNESS



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“Because of your trustworthiness, God entrusts you with things near to His heart. At this moment, you are proving whether you are reliable.”

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In your own words, what do you think is the difference between being “given” something and being “entrusted with” something?

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READING TIME

Read Chapter 4: “The Making of a Prizefighter” in *The Pound for Pound Principle*. Use the Notes space to record any thoughts you want to remember or questions you want to talk about later.

What parameters do you use in your own life to determine whether someone is trustworthy?





STUDY SCRIPTURE

Read Luke 12:42-48:

The Lord answered, “Who then is the faithful and wise manager, whom the master puts in charge of his servants to give them their food allowance at the proper time? It will be good for that servant whom the master finds doing so when he returns. Truly I tell you, he will put him in charge of all his possessions. But suppose the servant says to himself, ‘My master is taking a long time in coming,’ and he then begins to beat the other servants, both men and women, and to eat and drink and get drunk. The master of that servant will come on a day when he does not expect him and at an hour he is not aware of. He will cut him to pieces and assign him a place with the unbelievers.

“The servant who knows the master’s will and does not get ready or does not do what the master wants will be beaten with many blows. But the one who does not know and does things deserving punishment will be beaten with few blows. From everyone who has been given much, much will be demanded; and from the one who has been entrusted with much, much more will be asked.”



What has God given you to steward (be specific: is it those you lead? Your family? Your finances? Something else)?



How have you learned to be a more responsible steward over time as you've managed these resources?

What is the importance of realizing that everything we've been given does not belong to us? How does this change your perspective of your role as a leader?



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SHARE YOUR STORY

“If you’re in a position of leadership, you’ve been entrusted with leading your people, business, or organization with fairness and integrity.”

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How does it make you feel to know that more will be required of you than what you’ve been given? How might this “more” take shape practically in your own life (what is the “more” that has been, and will be, required of you)?

Why do you think our culture and corporate atmosphere tend to promote a self-made narrative when it comes to leadership?

Have you ever run away from God’s voice calling you to something? Why do you think you disobeyed?

Are there any “masters” in your life that are holding you back right now from answering His call? What are they?

How can you take action steps to remove, or limit, the influence of these things in your life? Be specific!

How would you rate your stewardship of the people who follow you, or whom you influence as you exercise your gift? How did you come to that conclusion?



CHAPTER 5

MOVING UP IN WEIGHT CLASS

INCREASING YOUR GOD-GIVEN CAPACITY



“Faithfulness is often found in overlooked places. We see the championship game but not the hours of blood, sweat, and tears a winning athlete shed in private.”

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READING TIME

Read Chapter 5: “Moving Up in Weight Class” in *The Pound for Pound Principle*. Use the Notes space to record any thoughts you want to remember or questions you want to talk about later.

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What “behind the scenes” work have you put in as a leader that will probably never be fully recognized?

Why do you think people tend to glorify the moment of achievement, but ignore (or even resent) the hours of work it takes to get there?

As leaders, how can we take responsibility for our own efforts while also acknowledging that our advancement is ultimately up to God?



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STUDY SCRIPTURE

Read Psalm 75:6-10

No one from the east or the west
or from the desert can exalt themselves.
It is God who judges:
He brings one down, he exalts another.
In the hand of the LORD is a cup
full of foaming wine mixed with spices;
he pours it out, and all the wicked of the earth
drink it down to its very dregs.
As for me, I will declare this forever;
I will sing praise to the God of Jacob,
who says, “I will cut off the horns of all the wicked,
but the horns of the righteous will be lifted up.

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What natural, real-world examples do you see of faithfulness producing fruitfulness (ex: the planting and reaping process; physical fitness; etc.)?

Do you tend to approach each day with an “above and beyond” mindset, or a “hold down the fort” mindset? Why do you think this is?

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SHARE YOUR STORY

“Mediocrity frustrates me. I think of it as the best of the worst and the worst of the best.”

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Why do you think so many leaders are driven by external pressure more than internal conviction?

What's one practical way you can improve your consistency in the little, day-to-day, “behind the scenes” tasks on your plate?





What's the difference, in your opinion, between doing the best with what you have and becoming a perfectionist?

Can you think of specific rewards, or pay-offs, that you're seeking as a result of your consistency? Write them below, and use these items as your internal motivation to keep showing up, day after day.

How have you seen consistency already pay off in your leadership (or in the leadership of those around you)?

What's the number one takeaway you have from this chapter?



CHAPTER 6

LET GO OF THE RING

BIDDING 'ALOHA' TO WHAT IS COMFORTABLE



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“I had gone from an attitude of self-preservation and self-interest to total surrender. I only wanted to do what Jesus wanted me to do, including leaving behind the familiar.”



READING TIME

Read Chapter 6:
“Let Go of the Ring”
in *The Pound for
Pound Principle*.
Use the Notes
space to record any
thoughts you want
to remember or
questions you want
to talk about later.



Have you ever encountered what felt like a setback, only to discover that God was redirecting you towards a new destination? What did you learn from this experience?

Take time today to think about and thank God for the things He’s currently entrusted to you. Write some of them down below. Keep in mind that, at some point, you may just be asked to give up these things in order to take hold of what God has next for you!

Why is it so difficult to let go of what we had previously—our old lives—and to take up the new things Christ has asked us to carry?



STUDY SCRIPTURE

Read Mark 8:34-38

Then he called the crowd to him along with his disciples and said: "Whoever wants to be my disciple must deny themselves and take up their cross and follow me. For whoever wants to save their life will lose it, but whoever loses their life for me and for the gospel will save it. What good is it for someone to gain the whole world, yet forfeit their soul? Or what can anyone give in exchange for their soul? If anyone is ashamed of me and my words in this adulterous and sinful generation, the Son of Man will be ashamed of them when he comes in his Father's glory with the holy angels."



What's one thing from your "old self" that you still need to let go of in order to "take up your cross"? Write a short prayer asking for God's help, and thanking Him for calling you to something better.

What's one practical way you can improve your consistency in the little, day-to-day, "behind the scenes" tasks on your plate?

Can you look back at your leadership journey and see the benefit of letting go of something? What did you have to let go of? How did it make you better?

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SHARE YOUR STORY

“We must say goodbye to the things that were once critical to our development.”

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How can you honor the people and things that got you to this point, without becoming utterly dependent on them?

What are some of your “defining moments” as a leader? List them out below, and write a few words about what made these points in time so integral to who you are today.





How can you bid 'aloha' to things you treasure, while still making room for new things?

Who in your life has been a good example of this principle for you, and how do they exemplify it?

Why do you think many leaders struggle to express emotion and be vulnerable when it comes to saying goodbye? How can we improve the culture of our teams to make way for authenticity?

How can you help others on your team to appreciate the present, and prepare to move forward?



CHAPTER 7

IT'S SMALLER THAN YOU THINK

SIZING UP YOUR CHALLENGE WITH FRESH PERSPECTIVE



“It’s not the size of a church, a business, or a boxer that matters. It is whether you are making a difference.”

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OPENING THOUGHTS /

Do you struggle with comparing yourself to other leaders and organizations? Why or why not?

Why do you think our culture places such a heavy emphasis on size?



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READING TIME

Read Chapter 7: “It’s Smaller Than You Think” in *The Pound for Pound Principle*. Use the Notes space to record any thoughts you want to remember or questions you want to talk about later.



STUDY SCRIPTURE

Read 1 Corinthians
9:24-27

Do you not know that in a race all the runners run, but only one gets the prize? Run in such a way as to get the prize. Everyone who competes in the games goes into strict training. They do it to get a crown that will not last, but we do it to get a crown that will last forever. Therefore I do not run like someone running aimlessly; I do not fight like a boxer beating the air. No, I strike a blow to my body and make it my slave so that after I have preached to others, I myself will not be disqualified for the prize.



Why do you think each servant in the Parable of the Talents was given a different amount of money? What does this tell you about God's ways of delegating?

How can you apply this principle in your own leadership? Which of your team members is running the race with purpose, and proving that they can handle more?

Have you ever found yourself “dumbing down” your vision after disappointments or delays? If so, what led to this?

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SHARE YOUR STORY

“There is a shortage of a crucial commodity in the world today: vision.”

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How do you think the expectations we put on ourselves can actually hinder us from making progress towards our vision?

You were not called to be average! List some ways in which God has developed and grown you into excellence (it could be a certain skill you bring to the table, specific achievements, people you have the privilege to lead, etc.).





Why do you think so many of us fear “sticking out” in our leadership roles? What potential dangers or discomforts come when we rise above the crowd?

In your own words, explain the importance of understanding the “why” behind decisions, and how this empowers us to embrace the “how.”

What fears do you need to let go of in order to rise higher in your leadership? List them below, and write a short prayer surrendering them to God.

What is one way you can encourage your team to strive for excellence? How can you create an atmosphere in which they are supported and championed as they go above and beyond?



CHAPTER 8

THE CULTURE OF CONTENDERS

CREATED BY DEFAULT OR DESIGN?



“Culture is the underlying, overarching environment that shapes mores and values, which in turn determines its success.”

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READING TIME

Read Chapter 8: “The Culture of Contenders” in *The Pound for Pound Principle*. Use the Notes space to record any thoughts you want to remember or questions you want to talk about later.

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Have you defined what kind of culture you want in your organization? Write any specifics below.

What about the kind of culture you don’t want—what you won’t tolerate? Have you made these parameters clear to your team?



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STUDY SCRIPTURE

Read 2 Corinthians
2:14-17

But thanks be to God, who always leads us as captives in Christ's triumphal procession and uses us to spread the aroma of the knowledge of him everywhere. For we are to God the pleasing aroma of Christ among those who are being saved and those who are perishing. To the one we are an aroma that brings death; to the other, an aroma that brings life. And who is equal to such a task? Unlike so many, we do not peddle the word of God for profit. On the contrary, in Christ we speak before God with sincerity, as those sent from God.

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How do you see culture play an important role in this passage? What would be missing without that culture?

What role did New Testament leaders—Jesus, Paul, and others—play in establishing and perpetuating that culture?

As a leader, how have you fostered a spirit of teamwork in your organization? Where do you still need guidance and help in this area?

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SHARE YOUR STORY

“The first step to healing and wholeness is to admit what’s wrong and say, ‘This has got to change.’”

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Have you clearly articulated the cultural expectations of your organization? How can you refine and improve these standards moving forward?

What are some practical ways that you exemplify the culture of your organization on a daily basis?





Explain the role that those near the bottom of the totem pole play in sustaining your culture. How can you encourage and develop these team members?

What things currently need to change in your culture? What's wrong that needs to be addressed? What conflict might be brought about in the process of addressing these issues?

Identify 1-3 ways in which you plan to address these issues, along with your team.

What outside mentors and leaders can you recruit to help you identify some of the cultural shortcomings of your organization? List them below.



CHAPTER 9

YOU GET WHAT YOU GET

DEFINING YOUR PRESENT REALITY



“Stop focusing on what you don’t have and look at what you do have. Ultimately, you get what you get!”

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READING TIME

Read Chapter 9: “You Get What Your Get” in *The Pound for Pound Principle*. Use the Notes space to record any thoughts you want to remember or questions you want to talk about later.

○ ○ ○

Why do you think it’s so easy for leaders to always be looking ahead, but not appreciate the present?

What are 3-5 present things that you’re grateful for in your leadership and organization? Take some time today to express your gratitude!





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STUDY SCRIPTURE

Read Psalm 2 Kings 4:1-7

The wife of a man from the company of the prophets cried out to Elisha, “Your servant my husband is dead, and you know that he revered the LORD. But now his creditor is coming to take my two boys as his slaves.”

Elisha replied to her, “How can I help you? Tell me, what do you have in your house?”

“Your servant has nothing there at all,” she said, “except a small jar of olive oil.”

Elisha said, “Go around and ask all your neighbors for empty jars. Don’t ask for just a few. Then go inside and shut the door behind you and your sons. Pour oil into all the jars, and as each is filled, put it to one side.”

She left him and shut the door behind her and her sons. They brought the jars to her and she kept pouring. When all the jars were full, she said to her son, “Bring me another one.”

But he replied, “There is not a jar left.” Then the oil stopped flowing.

She went and told the man of God, and he said, “Go, sell the oil and pay your debts. You and your sons can live on what is left.”

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Why do you think the widow considered her oil something marginal—why do you think she answered Elisha, “Your servant has nothing there at all...”?

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SHARE YOUR STORY

“There is so much power in the way we see things. We can look at a situation and see one thing while an outsider often sees something totally different.”

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What might you be taking for granted today in your own leadership? What resources, people, and other blessings are in your “house” that you haven’t fully utilized?

How much do the opinions of others sway your perspective? What about God’s voice?

In your opinion, what makes the difference between a perspective of defeat and a perspective of opportunity?

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What are some practical ways in which you can shift your perspective away from what you lack and towards what you have?

On the flip side, identifying our deficits is also healthy (to a certain degree). What things are you lacking during this season?

What individuals or teams can help complement your areas of weakness? How could collaboration help you prosper?





What other solutions come to mind for the current lack or weaknesses you see in your organization?

What's your number one takeaway from this chapter? What do you want to do moving forward?



CHAPTER 10

THE ART OF THE START

SMALL STARTS AND HUMBLE BEGINNINGS



“It doesn’t matter how big or small, or what size start. The bottom line is you started.”



READING TIME

Read Chapter 10: “The Art of the Start” in *The Pound for Pound Principle*. Use the Notes space to record any thoughts you want to remember or questions you want to talk about later.



If you’re just starting out in your leadership role, what are some accomplishments you’ve already made that you’re proud of?

If you’ve been in your role for a while, think back to the beginning. What little victories set you on the path to be where you are today?

In your opinion, what’s the value of a small beginning? How does it set us up for being a leader of character, even after we’ve accomplished much?



STUDY SCRIPTURE

Read Zechariah 4:6-10

Then he said to me, “This is the word of the LORD to Zerubbabel: Not by might, nor by power, but by my Spirit, says the LORD of hosts. Who are you, O great mountain? Before Zerubbabel you shall become a plain. And he shall bring forward the top stone amid shouts of ‘Grace, grace to it!’”

Then the word of the LORD came to me, saying, “The hands of Zerubbabel have laid the foundation of this house; his hands shall also complete it. Then you will know that the LORD of hosts has sent me to you. For whoever has despised the day of small things shall rejoice, and shall see the plumb line in the hand of Zerubbabel.”



In your opinion, what’s the value of a small beginning? How does it set us up for being a leader of character, even after we’ve accomplished much?

Who helped you out when you were just beginning? Is there anyone you can help out who’s in the early stages of their own leadership journey?



SHARE YOUR STORY

“I hope you will look at where you are today and find joy in your beginnings.”



How does overcoming “little” struggles at the onset of the leadership journey prepare us for the increased stakes further down the road?

What initial challenges did you have to overcome in your early days?

Do you think the challenges for beginning leaders have changed from the time you were in that place? Why or why not?



Do you struggle with coveting the success of other organizations in your industry who are bigger, older, or more successful than yours? If so, how? If not, how have you managed to stay away from jealousy?

What dangers do you see in a leader's pessimistic attitude? How does it descend into the organization? What effect does it have on the team as a whole?

How can you exemplify the values you want to endure in your organization for years to come? Get specific!

How can you help other organizations create and cement their own culture and success? What lessons can you pass along to those who aren't as far along as you?



CHAPTER 11

EQUIPPING A CONTENDER

STEWARDING WELL WHAT IS ENTRUSTED TO YOU



“Stewarding people is something to be taken seriously. We can lose precious people if we do not shepherd or steward them well.”



READING TIME

Read Chapter 11: “Equipping a Contender” in *The Pound for Pound Principle*. Use the Notes space to record any thoughts you want to remember or questions you want to talk about later.



What opportunities do you currently provide for your employees, members, customers, and/or volunteers? How are they encouraged to be better by being a part of your organization?

Do you see any deficiencies in this area? Are there opportunities your people haven't been given, or areas of discontentment that you sense in them?

Why do you think it's so difficult for leaders when people decide to leave their organization? Have you ever struggled to let someone go?



STUDY SCRIPTURE

Read Philippians 3:12-21

“Not that I have already obtained this or am already perfect, but I press on to make it my own, because Christ Jesus has made me his own. Brothers, I do not consider that I have made it my own. But one thing I do: forgetting what lies behind and straining forward to what lies ahead, I press on toward the goal for the prize of the upward call of God in Christ Jesus. Let those of us who are mature think this way, and if in anything you think otherwise, God will reveal that also to you. Only let us hold true to what we have attained.

Brothers, join in imitating me, and keep your eyes on those who walk according to the example you have in us. For many, of whom I have often told you and now tell you even with tears, walk as enemies of the cross of Christ. Their end is destruction, their god is their belly, and they glory in their shame, with minds set on earthly things. But our citizenship is in heaven, and from it we await a Savior, the Lord Jesus Christ, who will transform our lowly body to be like his glorious body, by the power that enables him even to subject all things to himself.”



How does it make you feel to remember, as Pastor Mike writes, that “we can’t satisfy everyone”? What freedom does this give you as a leader?

○ ○ ○

SHARE YOUR STORY

“When it comes to staff members, I believe if you treat people well and they know you genuinely care for them, they will stay. If you compensate them honorably and have a vision inspiring enough to follow, they will flourish.”

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How have you seen people (or leaders) leave an organization in a healthy way? What about in an unhealthy way? What have you learned from their examples?

Have you ever had to learn the hard way about a team member who had a hidden agenda? How did this experience make you a better leader?

What’s at stake, both for us and others, if we don’t persevere in stewarding our people well?



How does the Parable of the Sower reframe your perspective on reaching and serving people?

Does your organization have a retention plan? What does it include?

Are there areas in which your retention plan can improve? What are they?

In what practical ways are you investing in and taking care of your staff? Are there ways you can increase the amount to which you're developing and valuing them?



CHAPTER 12

BRING IT!
YOUR CONTRIBUTION TO THE FIGHT



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“We [are] to help people realize their dreams and achieve their God-given calling.”

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READING TIME

Read Chapter 12: “Bring It!” in *The Pound for Pound Principle*. Use the Notes space to record any thoughts you want to remember or questions you want to talk about later.

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How are you currently equipping your people to develop their skills and live out their God-given calling?

In what ways would you like to expand your efforts and offerings in this area?





STUDY SCRIPTURE

Read Acts 2:42-47

“And they devoted themselves to the apostles’ teaching and the fellowship, to the breaking of bread and the prayers. And awe came upon every soul, and many wonders and signs were being done through the apostles. And all who believed were together and had all things in common. And they were selling their possessions and belongings and distributing the proceeds to all, as any had need. And day by day, attending the temple together and breaking bread in their homes, they received their food with glad and generous hearts, praising God and having favor with all the people. And the Lord added to their number day by day those who were being saved.”



What character qualities do you see in this passage that you want to emulate in your leadership and organization?

Based on these verses, what effect does investment and community have on the lives of others?

Why do you think we so often neglect to truly develop our people in their God-given gifts? What challenges or complications are involved in this pursuit?

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SHARE YOUR STORY

“I believe everyone is called by God to do something of significance.”

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Which of the letters in the ACTS acronym stand out most to you, and why?

Which of the letters in the ACTS acronym do you need to improve upon most? Explain your answer.

What is your particular “Send” message—what’s your call to action for your people?

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In your own words, how is a “potluck” culture different from a restaurant culture? What unique benefits does a potluck culture offer?

How does it make you feel as a leader to know that the majority of your people actually want to contribute more than they’re doing currently?

What’s one action item or idea you’re taking away from this chapter? Write out a short plan to begin implementing it this week!





CHAPTER 13

MOMENTUM

THE WAVE YOU'VE BEEN WAITING FOR



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“With momentum came courage and more growth. We had the courage to step out and do things we previously could not do.”

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OPENING THOUGHTS /

Recall a time in which you started to see a new kind of momentum in your organization. What did that look like?

What are some of the factors that you've found that contribute to building and maintaining momentum?



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READING TIME

Read Chapter 13: "Momentum" in *The Pound for Pound Principle*. Use the Notes space to record any thoughts you want to remember or questions you want to talk about later.



STUDY SCRIPTURE

Read John 15:1-8

“I am the true vine, and my Father is the gardener. He cuts off every branch in me that bears no fruit, while every branch that does bear fruit he prunes so that it will be even more fruitful. You are already clean because of the word I have spoken to you. Remain in me, as I also remain in you. No branch can bear fruit by itself; it must remain in the vine. Neither can you bear fruit unless you remain in me.

“I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing. If you do not remain in me, you are like a branch that is thrown away and withers; such branches are picked up, thrown into the fire and burned. If you remain in me and my words remain in you, ask whatever you wish, and it will be done for you. This is to my Father’s glory, that you bear much fruit, showing yourselves to be my disciples.”



How do you see the principle of momentum in this passage? What momentum do true disciples of Christ enjoy?

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SHARE YOUR STORY

“If we continued to do what the Lord called us to, we believed He would help us find creative solutions.”

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Why is it important that we can't create and sustain momentum on our own? How does this change our perspective as leaders?

Where do you most need to see momentum in your leadership right now?

Can you think of any influencers or people in your life who can help you get there—maybe people who are a few steps ahead of you?



Consider the daily routines and habits that you want to build that will contribute to your momentum. Which habits need improvement?

Now, think about which daily habits and routines you've mastered. Don't forget to celebrate this momentum, as well!

Which metaphor stood out to you most in this chapter? Why do you think that is?

Write out your goals as they relate to the momentum you hope to build over the next months and years. What are your specific checkpoints?

Who can be an accountability partner for you as it relates to these goals?



CHAPTER 14

THE FIGHT OF OUR LIVES
INCREASED STRESS LEADS TO INCREASED CAPACITY



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“Leadership takes vision and perseverance.”



READING TIME

Read Chapter 14: “The Fight of Our Lives” in *The Pound for Pound Principle*. Use the Notes space to record any thoughts you want to remember or questions you want to talk about later.



OPENING THOUGHTS /

In what areas have you had to persevere in your leadership journey? What things haven't come easily to you?

How has the fight made you better, both personally and as a leader?

Why is it so important to remember that our calling—and our leadership—is a constant battle?

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STUDY SCRIPTURE

Read 1 Timothy
1:18-19

Timothy, my son, I am giving you this command in keeping with the prophecies once made about you, so that by recalling them you may fight the battle well, holding on to faith and a good conscience, which some have rejected and so have suffered shipwreck with regard to the faith.

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Why is it so important to remember that our calling—and our leadership—is a constant battle?

How does this perspective shift your view of what you do on a daily basis as a leader?

What stands out to you most about Pastor Mike's journey towards renting the new church building?



SHARE YOUR STORY

“If you let Him, God will blow your mind, simply because He loves you.”



What purpose do you think delay (or temporary denial) play in strengthening us?

Pastor Mike’s biggest obstacle wasn’t the other people involved in the transaction—it was his own personal discouragement. How do you fight discouragement and doubt?

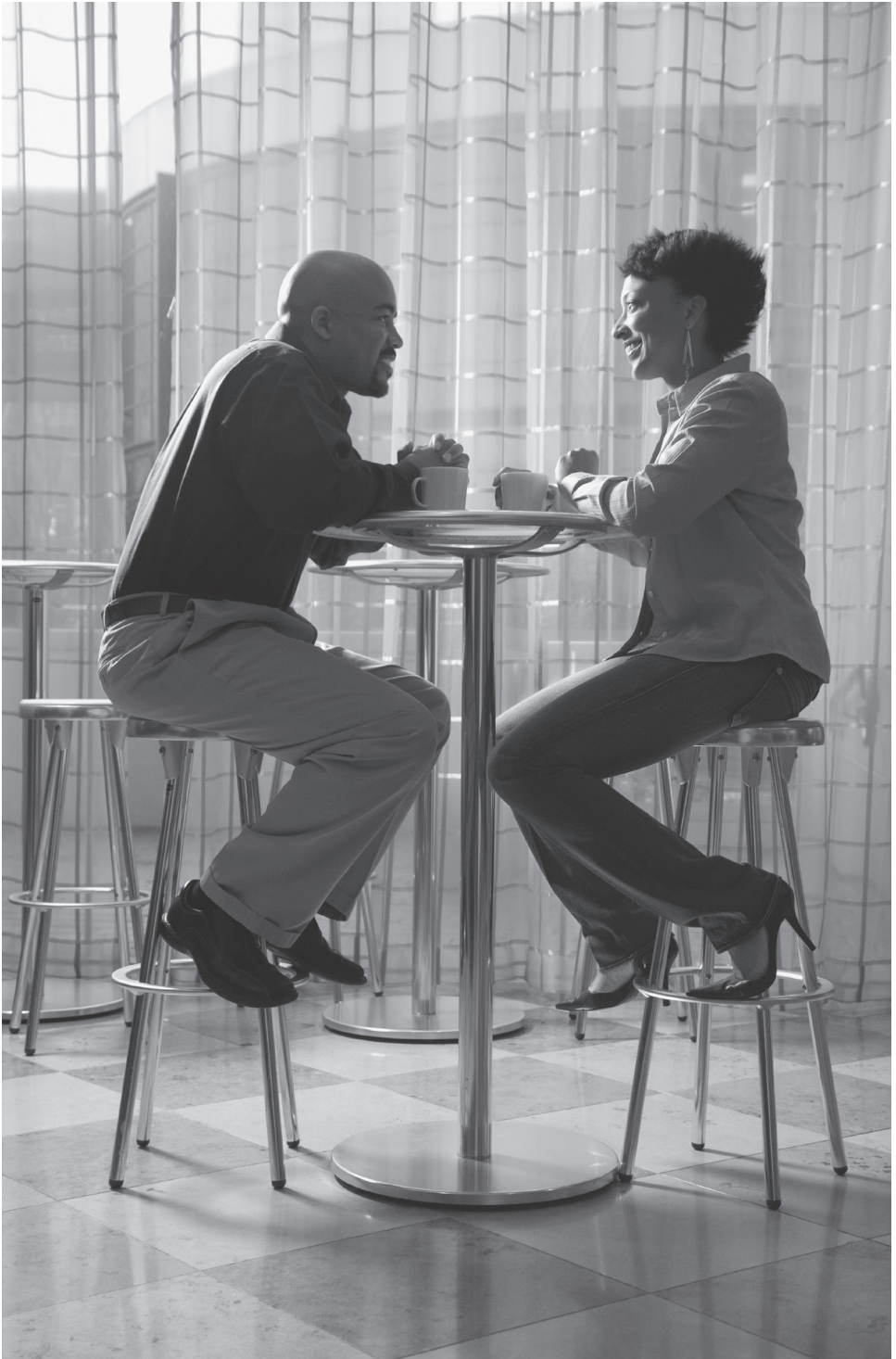
Who in your life is an encouraging and affirming voice during the heat of battle? Express your thanks today, and tell them you appreciate their support!

What battles or challenges are you facing right now in your organization?

Are there any Scripture passages that have lifted your spirits? Write them below.

Write a prayer specific to your situation and repeat it daily for the next week.





CHAPTER 15

THE BEST IS YET TO COME

ALWAYS CONTENT BUT NEVER COMPLACENT



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“God will give you more than you can handle because He wants to work greatly in your life.”



READING TIME

Read Chapter 15: “The Best Is Yet to Come” in *The Pound for Pound Principle*. Use the Notes space to record any thoughts you want to remember or questions you want to talk about later.



Recall a time in which you were given more than you could handle. What did this teach you? How did you grow as a result of this experience?

Why do you think the saying, “God will never give you more than you can handle” is so popular today? What potential dangers does it pose for leaders?

To move from smallness to greatness, by definition, involves taking on things you’ve never handled before. What are some of those new things in your leadership that you’re learning to take on right now?

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STUDY SCRIPTURE

Read Job 8:5-7

“If you will seek God and plead with the Almighty for mercy, if you are pure and upright, surely then he will rouse himself for you and restore your rightful habitation. And though your beginning was small, your latter days will be very great.”

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What are some areas you can help upcoming leaders—areas in which you’ve had experience?

Why is inspiration so key to development and growth?

Where do you go to get inspired? What are you doing to help inspire others around you?

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SHARE YOUR STORY

“The gifts, talents, and abilities the Lord gave us were to be inspiration fuel for others.”

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How has insecurity crippled your leadership in the past? What tends to make you most insecure?

Insecurities reveal places in our lives in which we don't trust God as our source. Based on your answer above, where do you need to move your focus from others to Him?

What are 3 specific ways you can steward well the influence you've been given?

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Why is it so important to remember that we won't "arrive" until our lives are over? How can this help take some pressure off of your shoulders?

What's the potential of your church? What can you do with what you've been given? Write a plan, and ask God for His help to make it happen!

