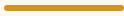




ABIDEROOTED

Wisdom for Decisions: Discernment in Complex Situations

A Six-Session Discernment Workbook for Christian
Leaders



LEADERS · DISCERNMENT WORKBOOK · FREE RESOURCE

Using this guide

Read the full Scripture passage before the reflection. Choose one practical response, then pray in your own words. Work at a sustainable pace; days and sessions may be repeated. People may pass on a group question.

Find your next section

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The Grid: Testing Decisions by Scripture

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Scripture quotations use the King James Version (KJV). Short quotations may be excerpts; read the cited passage in context. Prayer starters and reflections are devotional writing, not additional Scripture.

Reviewed edition | October 2026 | AbideRooted

Begin Here

A six-session discernment workbook for Christian leaders, guiding them through biblical principles for making wise and courageous decisions in complex situations.

Leaders constantly face decisions that are not clear-cut. When the path is ambiguous, the pressure is high, and the stakes are eternal, where do you turn? The book of James offers a profound promise: 'If any of you lack wisdom, let him ask of God, that giveth to all men liberally, and upbraideth not; and it shall be given him' (James 1:5). This workbook is designed to help you develop a biblical framework for discernment - one that is rooted in Scripture, saturated in prayer, informed by wise counsel, and faithful to your stewardship. Over six sessions, you will engage with realistic scenarios, reflect on God's Word, and practice concrete steps toward wise and courageous decisions. Each session includes teaching, reflection questions, a practice activity, and a prayer to guide you. May the Lord grant you wisdom as you seek to honor Him in every decision.

TEACHING

The Foundation: Asking God for Wisdom

James 1:5-8

“If any of you lack wisdom, let him ask of God, that giveth to all men liberally, and upbraideth not; and it shall be given him. But let him ask in faith, nothing wavering. For he that wavereth is like a wave of the sea driven with the wind and tossed. For let not that man think that he shall receive any thing of the Lord. A double minded man is unstable in all his ways.”

Every leader faces moments when the next step is unclear. Perhaps you are considering a major ministry shift, a staffing change, or a financial commitment. In such complexity, the first instinct may be to rely on your own experience or the latest leadership trends. But James redirects us: the starting point for discernment is not our own insight but a humble request to God. He promises to give wisdom generously and without reproach. This is not a blank check for any decision; it is an invitation to align our hearts with His will. Asking in faith means trusting that God will guide us, even when the answer is not immediate. It also means we must not be double-minded - torn between our desires and God's ways. A leader who wavers is like a wave tossed by the wind, unstable in all his ways. To receive wisdom, we must come with a whole heart, ready to obey whatever God reveals. This session challenges you to

examine your own posture: Are you asking God for wisdom with expectant faith, or are you leaning on your own understanding? The promise is sure: God gives wisdom to those who ask in faith.

Put It Into Practice

Identify a current decision you are facing. Write it down in one sentence. Then, spend 10 minutes in prayer, specifically asking God for wisdom for that decision. Write the relevant Scriptures and your reflections. Test personal impressions against Scripture; do not treat them as revelation. Commit to not making a final decision until you have sought the Lord in this way.

Reflect & Talk Together

1. What decision are you currently facing that requires wisdom?
2. In what ways might you be double-minded, torn between your own desires and God's will?
3. How does the promise of James 1:5 encourage you to approach God with confidence?

Prayer

Heavenly Father, I confess that I often rely on my own understanding instead of asking You for wisdom. Forgive me for my pride and self-sufficiency. I come now, asking for wisdom for the decisions before me. Give me a heart that trusts You completely and is not double-minded. I ask in Jesus' name, Amen.

TEACHING

The Grid: Testing Decisions by Scripture

2 Timothy 3:16-17

“All scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness: That the man of God may be perfect, throughly furnished unto all good works.”

When faced with a complex decision, the first filter must be Scripture. God's Word is not a collection of abstract principles; it is the authoritative guide for every area of life. As Paul writes, all Scripture is inspired by God and profitable for teaching, reproof, correction, and training in righteousness. This means that any decision we make must align with the clear teachings of the Bible. For example, if you are considering a business partnership that would require you to compromise your integrity, Scripture's commands about honesty and righteousness must take precedence. If you are weighing a ministry opportunity that would cause you to neglect your family, Scripture's instructions about household priorities must guide you. The Bible is not a rulebook that answers every specific question, but it provides the boundaries and values that shape our choices. As leaders, we must be so familiar with Scripture that its truths naturally inform our thinking. This session calls you to test every option against the Word of God. Ask:

Does this decision align with biblical commands? Does it reflect the character of Christ? Does it promote godliness?

When Scripture speaks clearly, our course is clear. When it is silent on specifics, we use its principles to evaluate the options.

Put It Into Practice

Take the decision you identified in Session

1. List the top three options you are considering. For each option, write down any Scripture passages that speak to that choice. Consider commands, principles, and examples. Evaluate each option against the Word of God. Which option is most consistent with Scripture?

Reflect & Talk Together

1. What specific Scriptures come to mind when you think about your current decision?
2. Are there any options you are considering that would violate a clear biblical command?
3. How can you grow in your knowledge of Scripture so that it more readily informs your decisions?

Prayer

Lord, Your Word is a lamp to my feet and a light to my path. Help me to love Your Word and to hide it in my heart so that I might not sin against You. Give me discernment to apply Scripture to every decision I face. May Your Word be the final authority in my life. In Jesus' name, Amen.

TEACHING

The Posture: Seeking God in Prayer

Philippians 4:6-7

“Be careful for nothing; but in every thing by prayer and supplication with thanksgiving let your requests be made known unto God. And the peace of God, which passeth all understanding, shall keep your hearts and minds through Christ Jesus.”

Prayer is not a formality; it is the lifeline of discernment. In the pressure of leadership, anxiety can cloud our judgment. Paul exhorts us to be anxious for nothing, but in everything, by prayer and supplication with thanksgiving, to make our requests known to God. This is not a formula to get what we want; it is a posture of dependence that opens our hearts to God's guidance. When we pray, we acknowledge that God is sovereign and that we need His wisdom. The promise is that the peace of God, which surpasses all understanding, will guard our hearts and minds in Christ Jesus. This peace guards us as we bring our requests to God; it does not certify that a particular option is His will. Calm feelings and anxious feelings can both be misleading. Test each choice by Scripture, sound facts, wise counsel, and responsible stewardship. Prayer also aligns our will with God's. As we spend time in His presence, our desires begin to reflect His. This session encourages you to make prayer a non-negotiable part of your

decision-making process. Do not just pray about the decision; pray through the decision, receiving Scripture humbly and asking for wisdom to act faithfully.

Put It Into Practice

Set aside a specific time each day this week to pray about your decision. Use the ACTS model:

Adoration,

Confession,

Thanksgiving,

Supplication. Spend at least 15 minutes in prayer, and after each session, write down any thoughts, Scriptures, or impressions that come to mind. Notice your concerns, then evaluate your options by Scripture, facts, and wise counsel.

Reflect & Talk Together

1. What anxieties are you carrying about your decision?
2. How can you incorporate thanksgiving into your prayers, even when the decision is difficult?
3. Have you experienced the peace of God in a previous decision? What was that like?

Prayer

Father, I confess that I often worry instead of pray. Teach me to bring every concern to You with thanksgiving. I ask for Your peace to guard my heart and mind as I seek Your will. Help me to trust that You are in control and that You will guide me. In Jesus' name, Amen.

TEACHING

The Community: Seeking Wise Counsel

Proverbs 15:22

“Without counsel purposes are disappointed: but in the multitude of counsellors they are established.”

No leader is an island. God has placed us in community for a reason, and one of the greatest gifts in decision-making is wise counsel. Proverbs 15:22 reminds us that plans fail without counsel, but with many advisers they succeed. Seeking counsel is not a sign of weakness; it is a mark of wisdom. However, not all counsel is equal. We must seek out those who are mature in faith, grounded in Scripture, and willing to speak the truth in love. When you face a complex decision, identify two or three trusted advisers who know you well and who will not simply tell you what you want to hear. Share the situation with them, present the options, and ask for their honest input. Listen carefully, but also weigh their advice against Scripture and your own sense of God's leading. Counsel is not a vote; it is a means of gaining perspective and testing your thinking. Sometimes God uses a counselor to confirm what He has already been showing you. Other times, He uses counsel to redirect you from a wrong path. This session challenges you to humble yourself and invite others into your decision-making process. Remember, the goal is not to please people but to discern God's will together.

Put It Into Practice

Identify two or three people who could serve as wise counselors for your decision. Reach out to them this week, explain the situation, and ask for their prayer and input. Prepare specific questions to ask them, such as: 'What do you see as the strengths and weaknesses of each option?' 'Do you see any blind spots in my thinking?' 'What would you advise me to consider?'

Reflect & Talk Together

1. Who are the wise counselors in your life?
2. What fears or pride might keep you from seeking counsel?
3. How can you discern which counsel is biblical and wise?

Prayer

Lord, thank You for the body of Christ. Help me to be humble enough to seek counsel and wise enough to listen. Give me discernment to recognize godly advice. Protect me from the pride that leads to isolation. I ask for Your guidance through the people You have placed around me. In Jesus' name, Amen.

TEACHING

The Steward: Considering Kingdom Impact

1 Corinthians 4:2

“Moreover it is required in stewards, that a man be found faithful.”

As a leader, you are a steward of God's resources - time, talents, finances, and influence. Every decision you make is an act of stewardship. Paul reminds us that it is required of stewards that they be found faithful. This means that our decisions should not be driven solely by personal gain or convenience but by a desire to honor God and advance His kingdom. When evaluating options, consider the potential impact on the people you lead, the resources you manage, and the mission God has given you. Ask: Will this decision help or hinder the spread of the gospel? Will it build up or tear down the body of Christ? Will it use God's resources wisely or wastefully? Stewardship also involves courage. Sometimes the faithful choice is not the popular or easy one. It may require risking comfort, reputation, or even security. But faithfulness is not measured by success; it is measured by obedience. This session calls you to view your decision through the lens of stewardship. Think beyond the immediate outcome to the long-term kingdom impact. Consider how your decision will affect future generations. A faithful steward is not merely a manager of resources but a visionary who

invests in eternity.

Put It Into Practice

Write a short paragraph describing your role as a steward of God's resources. Then, list the resources that are affected by your decision (e.g., finances, time, people, reputation). For each option, evaluate how it would use these resources for God's glory. Consider the potential kingdom impact of each option, both short-term and long-term.

Reflect & Talk Together

1. What resources are at stake in your decision?
2. How might your decision affect the advancement of the gospel?
3. What does faithfulness look like in this situation, even if it is costly?

Prayer

Sovereign God, I acknowledge that all I have is Yours. Help me to be a faithful steward of the resources You have entrusted to me. Give me wisdom to make decisions that honor You and advance Your kingdom. Grant me courage to choose faithfulness over convenience. In Jesus' name, Amen.

TEACHING

The Act: Deciding with Courage and Trust

Proverbs 3:5-6

“Trust in the LORD with all thine heart; and lean not unto thine own understanding. In all thy ways acknowledge him, and he shall direct thy paths.”

After seeking wisdom through Scripture, prayer, counsel, and stewardship, the time comes to act. Indecision can be a form of disobedience. Proverbs 3:5-6 calls us to trust in the Lord with all our heart and not to lean on our own understanding. In all our ways, we are to acknowledge Him, and He will direct our paths. This does not mean we will always have absolute certainty, but it means we step out in faith, believing that God will guide us as we go. Courage is not the absence of fear; it is the resolve to obey God despite fear. When you have done your due diligence, make the decision and move forward. Trust that God is sovereign and that He will work all things for good. Even if you make a mistake, God can redeem it. The goal is not to be perfect but to be faithful. As you act, continue to acknowledge God in all your ways. Stay prayerful, stay accountable, and stay open to course corrections. Remember that God's direction often comes as we walk, not before we start. This session encourages you to take that step of faith, trusting that the God who called you will equip you and guide you.

Put It Into Practice

Based on your work in the previous sessions, write down the decision you believe God is leading you to make. Then, write a step-by-step action plan for implementing that decision. Share this plan with your counselors and commit to taking the first step within the next week. After you take that step, journal about what you experienced and how you saw God at work.

Reflect & Talk Together

1. What fears or uncertainties are holding you back from making a decision?
2. How can you trust God more fully as you step out in faith?
3. What would it look like to acknowledge God in all your ways as you implement your decision?

Prayer

Lord, I confess that I often want certainty before I step out in faith. Help me to trust You with all my heart and not lean on my own understanding. Give me courage to act on what You have shown me. I acknowledge You in all my ways, and I ask You to direct my paths. In Jesus' name, Amen.

Continue Abiding

As you conclude this workbook, remember that discernment is not a one-time event but a lifelong practice. The God who promises wisdom to those who ask is faithful to guide you in every decision, big or small. Keep your roots deep in Scripture, maintain a posture of prayer, seek the counsel of the saints, and steward your resources for His glory. And when the time comes to act, step out in faith, trusting that He who called you is faithful. May the Lord bless you and keep you, and may He make His face shine upon you as you lead His people. Go forth with courage, for the One who began a good work in you will be faithful to complete it.