



PARTICIPANT WORKBOOK

THE 5 STAGES OF INTENTIONALITY

FROM WHAT MATTERS TO WHAT BECOMES REAL



“If God has given you leadership ability,
take the responsibility seriously.”

ROMANS 12:8 NLT

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WELCOME

We all carry something.

We carry responsibility for our lives, relationships, families, teams, churches, businesses, organizations, and what God has placed in our hands.

It is easy to confuse caring deeply, working hard, and staying busy with living intentionally. But sincerity alone does not ensure that what matters most is becoming real.

This workbook will help you apply the five stages of intentionality to one meaningful area of your life or leadership.

You do not need to fix everything today.

Choose one area. See it honestly. Clarify what matters. Build one deliberate movement toward a new normal.

The five stages are a practical pathway for living the diligence Romans 12 requires.

THE BIBLICAL SPINE

Romans 12 is a picture of transformed stewardship.

God changes the way we think, calls us to honest self-evaluation, entrusts us with different gifts, and expects those gifts to be practiced diligently in a life of genuine love, humility, faithfulness, and service.

Romans 12 moves us through:

- Surrender
- Transformation
- Honest self-evaluation
- Grace-given responsibility
- Diligent action
- Genuine love and service
- Humility
- Faithful, repeated living

Grace gave you something. Intentionality is how you take responsibility for it.

THE CORE DEFINITION

Intentionality is the disciplined process of closing the gap between what matters to us and what our repeated choices make real.

The Intentionality Gap

The Intentionality Gap is the distance between:

What matters to me

and

What my repeated choices are making real

This is not first a guilt gap. It is a clarity gap.

We do not use the gap to shame ourselves. We use it to see ourselves honestly so we can begin to close it.

SESSION 1 — THE MIRROR

From Assumption to Awareness

Session outcome: Identify one meaningful Intentionality Gap and clarify what must govern that area.

THE ILLUSION OF INTENTIONALITY

The Illusion of Intentionality is the assumption that because I care, mean well, work hard, or genuinely desire an outcome, I am already being intentional.

Good intentions matter—but they must be given a design.

Caring deeply does not automatically mean we are living intentionally.

Desire is not execution.

The issue is not whether the desire is real. The issue is whether the desire has been given a design.

Where do you most easily confuse caring with intentionality?

CHOOSE YOUR AREA

Choose one area to carry through both sessions.

Mark one:

- ☐ My personal life
- ☐ My spiritual life
- ☐ My marriage or family
- ☐ My leadership
- ☐ My team or organization
- ☐ My ministry or church
- ☐ Another area: _____

Be specific. “Leadership” may be too broad. “Developing the leaders around me” gives you something clearer to examine.

What I say matters to me is:

What my repeated choices are currently producing is:

The gap I need to examine is:

That distance is not a verdict. It is the starting point for intentionality.

THE FIVE STAGES

1. Awareness

Seeing what is actually happening

Movement: Accidental → Awake

Question: What is actually happening?

2. Alignment

Deciding what must govern what happens next

Movement: Scattered → Centered

Question: What truly matters here?

3. Activation

Turning what matters into something we actually do

Movement: Intended → Initiated

Question: What will I actually do?

4. Adjustment

Learning from reality and changing without abandoning the intention

Movement: Rigid → Responsive

Question: What needs to change?

5. Assimilation

Repeating the intention until it becomes part of who we are and how we operate

Movement: Effort → Instinct

Question: What must become normal?



STAGE 1 — AWARENESS

Accidental → Awake

What is actually happening?

“Don’t think you are better than you really are. Be honest in your evaluation of yourselves.” — Romans 12:3 NLT

Intentionality begins with honesty.

Before we can diligently lead what God has placed in our hands, we must become honest about how we are currently carrying it.

Awareness is not shame, inflated confidence, or false humility. It is seeing reality clearly enough to respond faithfully.

Intention describes what I meant. Impact reveals what it became.

Four Places to Look

1. Results

What is repeatedly being produced?

2. Rhythms

What repeated choices, habits, or systems are producing those results?

3. Relationships

What are the people closest to this actually experiencing?

4. Resistance

What have I been avoiding, explaining away, defending, or blaming on circumstances?

Explanation may help me understand the gap. It cannot become my permission to keep it.

THE AWARENESS SCAN

Use this scale for the area you selected:

- 1 — Not yet true
- 2 — Rarely true
- 3 — Sometimes true
- 4 — Usually true
- 5 — Consistently true

Score each statement

- I can accurately describe the present reality.
- I know what repeated patterns are producing it.
- I have listened to the people affected by it.
- I can name what I have been avoiding.
- I am willing to see what is true without defending myself.

Total Awareness Score

/ 25

The purpose of this score is not to label you. It is to help you notice where greater honesty or information may be needed.

Which statement exposed the greatest Awareness Gap?

What do I now see that I was previously assuming, overlooking, or defending?



STAGE 2 — ALIGNMENT

Scattered → Centered

What truly matters here?

“Give your bodies to God because of all he has done for you. Let them be a living and holy sacrifice.” — Romans 12:1 NLT

“Let God transform you into a new person by changing the way you think. Then you will learn to know God’s will for you.” — Romans 12:2 NLT

Alignment is not merely deciding what we want most.

It brings our thinking, priorities, gifts, and actions into agreement with the will and purposes of God.

For a Christian leader, intentionality is not self-determination. It is surrendered stewardship.

We do not become intentional by putting ourselves at the center. We become intentional by putting what God values at the center.

If everything matters equally, pressure will decide what matters today.

THREE ALIGNMENT DECISIONS

1. Name the Value

What conviction must govern this area?

What truly matters here is:

2. Define the Evidence

If this value were genuinely governing my choices, what would become observable?

We would begin to see:

3. Identify the Competition

What keeps displacing what matters?

Mark any that apply:

- ☐ Urgency
- ☐ Approval
- ☐ Comfort
- ☐ Control
- ☐ Fear
- ☐ Habit
- ☐ Opportunity
- ☐ Fatigue
- ☐ Another competitor: _____

The thing most likely to displace what matters is:

To protect what matters, I may need to say no to:

A value that never changes a decision is still only a preference.

SESSION 1 CHECKPOINT

Awareness

What is actually happening?

My current reality is:

Alignment

What truly matters here?

The conviction that must govern me is:

Before Session 2

The one thought I do not want to lose is:

Awareness wakes us up. Alignment gives us a center. But intentionality becomes visible only when what matters begins to move.

SESSION 2 — THE MOVEMENT

From Intention to a New Normal

Session outcome: Convert one clarified intention into an action, a review rhythm, and a picture of the new normal.

“If God has given you leadership ability, take the responsibility seriously.” — Romans 12:8 NLT

That is the theme.

Not pressure to prove ourselves. Not frantic activity. Not leadership built around ego or control.

It is the diligent stewardship of something God has given.

The question is not only, “What has God given me?” The question is, “How seriously am I stewarding it?”



STAGE 3 — ACTIVATION

Intended → Initiated

What will I actually do?

“If your gift is serving others, serve them well. If you are a teacher, teach well. If your gift is to encourage others, be encouraging.” — Romans 12:7-8 NLT

Activation is where conviction becomes behavior.
It translates what matters into a specific action, rhythm, decision, boundary, habit, or system.
The gift is not the finish line. The gift becomes stewardship when it is practiced.

Grace gives the gift. Diligence puts the gift to work.

We often overvalue intensity and undervalue repeatability.

DESIGN THE FIRST ACTION

What?

What specific behavior will take place?

When?

When will it happen? Attach it to a real time or existing rhythm.

Where?

Where will it happen? What environment will support it?

With Whom?

Who needs to participate, know, help, or hold me accountable?

What Will I Stop?

What current behavior, commitment, or convenience must make room for this?

My Activation Statement

Because _____ matters, I will _____.

I will do it on/at _____.

I will do it with/in _____.

To make room for it, I will stop or reduce _____.

TEST THE ACTION

Mark each statement that is true:

- ☐ It is clear.
- ☐ It is small enough to repeat.
- ☐ It is meaningful enough to matter.
- ☐ It has a real time or trigger.
- ☐ Someone else could tell whether it happened.
- ☐ I have made room for it.

If you cannot mark most of these statements, make the action smaller and clearer.

An intention becomes active when it has an action, a place, and a time.

Inspiration names what could change. Activation decides what will happen next.



STAGE 4 — ADJUSTMENT

Rigid → Responsive

What needs to change?

“Live in harmony with each other. Don’t be too proud... and don’t think you know it all!” — Romans 12:16 NLT

Once action begins, reality provides feedback.
Adjustment examines what is working, what is not, what has changed, and what needs to be refined.
It allows us to remain faithful to the intention without becoming loyal to a method that is not working.

Faithfulness to the intention does not require loyalty to a failed method.

Humility keeps diligence teachable.

TWO ADJUSTMENT FAILURES

Rigidity

Protecting the original plan even when it is no longer serving the intention.

Where might I be defending a method simply because it was my original plan?

Reactivity

Abandoning the intention as soon as the plan becomes difficult or uncomfortable.

Where am I tempted to restart, pivot, or quit before I have learned from reality?

Adjust the method before you abandon the mission.

BUILD THE REVIEW RHYTHM

An activated intention needs a scheduled return to Awareness.
Without a review rhythm, good intentions disappear into activity.

I will review this on:

I will know it is helping when:

I will ask this person or group what they are experiencing:

I am committed to the value of:

I give myself permission to change this method:

Review Questions

- What did I intend?
- What actually happened?
- What did reality teach me?
- What must remain?
- What should change?



STAGE 5 — ASSIMILATION

Effort → Instinct

What must become normal?

“Don’t just pretend to love others. Really love them... Love each other with genuine affection, and take delight in honoring each other.” — Romans 12:9-10 NLT

Assimilation occurs when the desired behavior no longer depends entirely upon inspiration, constant reminders, or one leader’s personal energy.

The intention has become a habit, identity, rhythm, instinct, or culture.

Personally, Assimilation looks like instinct.

In a family, it becomes rhythm.

In an organization or church, it becomes atmosphere or culture.

Assimilation is when transformed thinking becomes a recognizable way of living.

FOUR SIGNS OF ASSIMILATION

1. The Language Is Shared

People can explain what matters without waiting for the leader to say it again.

What language must become common?

2. The Rhythm Is Expected

The behavior has a recognized place in normal life or work.

What rhythm must become expected?

3. The Value Is Reinforced

Choices, recognition, correction, calendars, and resources support the stated intention.

How will the value be reinforced?

4. The Practice Can Be Carried by Others

The intention has moved beyond one person’s energy or control.

Who else must be able to carry it?

Culture is what continues when the person who started it is absent.

The highest expression of intentional leadership is not personal control. It is shared conviction.

PICTURE THE NEW NORMAL

Do not describe a perfect future. Describe an observable new normal.

When this intention has become assimilated:

I will naturally:

The people around me will experience:

Our normal rhythms will include:

This will no longer depend entirely upon:

What we repeat long enough eventually stops feeling like a program and starts becoming part of us.

THE INTENTIONALITY CYCLE

The five stages describe a progression, but intentionality is not a staircase climbed only once.

Awareness reveals reality.

Alignment clarifies what matters.

Activation turns conviction into action.

Adjustment learns from reality.

Assimilation establishes a new normal.

Then we return to **Awareness** so that a once-intentional practice does not become unexamined autopilot.

Autopilot is often yesterday’s intentionality left unexamined.

MY INTENTIONALITY PATH

1. Awareness

What is actually happening?

My current reality is:

2. Alignment

What truly matters here?

The conviction that must govern me is:

3. Activation

What will I actually do?

My first repeatable action is:

4. Adjustment

What needs to change?

I will review it on _____.

I will use _____ as evidence.

I give myself permission to adjust _____ while remaining committed to _____.

5. Assimilation

What must become normal?

The new normal I am building toward is:

MY FIRST SEVEN DAYS

Within the next 24 hours, I will:

The person I will tell is:

The first scheduled action will happen:

Date: _____ Time: _____

The first review will happen:

Date: _____ Time: _____

One prayer I am carrying into this process:

THE FIVE QUESTIONS

Awareness

What is actually happening?

Alignment

What truly matters here?

Activation

What will I actually do?

Adjustment

What needs to change?

Assimilation

What must become normal?

FINAL CHARGE

Romans 12 does not call us to admire diligence. It calls us to live diligently.

It does not call us merely to identify our gifts. It calls us to use them well.

It does not call us to pretend at transformation. It calls us to a genuine life in which grace has become visible.

You do not need to promise to change everything.

Become awake to one thing.

Center it on what God values.

Initiate one clear action.

Remain humble enough to adjust it.

Repeat it faithfully until it becomes part of who you are and how you lead.

Grace gave you something. Intentionality is how you take responsibility for it.

What matters deserves more than a good intention. It deserves an intentional life.

NOTES