

## MODULE ONE

# WELCOME



## INTRODUCTION

Welcome to Phi Kappa Theta Fraternity!

You are here because we invited you to become a part of us. But, in reality, our goal and our hope is that we become part of you. ***Phi Kappa Theta actively develops men to be effective leaders who passionately serve society, Fraternity, and God.***

This is our **Mission** and our promise to every man who joins our brotherhood; that we will work to actively develop him. This also is our promise to you. By joining our brotherhood, you have made a promise to yourself and to us that you will ***passionately serve society, Fraternity and God.***

Our fulfillment of that promise begins here and will continue throughout your lifetime. Your promise to serve others through your leadership shall also last throughout your lifetime.

Throughout your new member experience, we will actively and intentionally engage you in our **Five Areas of Development**: *Spiritual, Intellectual, Social, Leadership, and Fraternal.*

A mission is the core purpose of why any organization exists. It represents the way in which that behave every day. A vision is the long term goal an organization has for itself. If the organization executes its mission every day, it will at some point in its future, achieve its defined vision.

Our **Vision** is *to be the premier human development organization inspiring confidence through life experiences.*

# OUR FIVE AREAS OF DEVELOPMENT



## INSIGHT

We further the description of this **Vision** through the End States established by Phi Kappa Theta Fraternity's Board of Trustees as our **Five Areas of Development**:

### **Spiritual Development**

Phi Kappa Theta Brothers explore their natural curiosity about spirituality and individual purpose. Phi Kappa Theta's Ritual is a guide to help men develop spiritually. Phi Kappa Theta embraces its Catholic heritage, welcomes diversity, and embodies the moral values upon which it was established.

### **Intellectual Development**

Phi Kappa Theta attracts intellectually motivated men who share a passion for lifelong knowledge, learning and development. Phi Kappa Theta exceeds retention rates, average GPAs and graduation rates of our host institutions by providing an intellectually stimulating environment and consistent standards of academic performance. Phi Kappa Theta challenges members to maximize their lifelong personal and professional development.

### **Social Development**

Phi Kappa Theta fosters human development through community service and social interaction. Phi Kappa Theta members are socially engaged, recognizing their responsibility to affect positive change in themselves and others. Phi Kappa Theta's values are demonstrated through the actions of our members, who better their communities as citizens in a global society.

### **Leadership Development**

Phi Kappa Theta actively develops the next generation of business, professional, and civic leaders by providing real world experience. Campus organizations, communities and employers worldwide seek Phi Kappa Theta members because they are ethical, value based, and socially responsible leaders. Phi Kappa Theta leaders are known for their ability to inspire and serve others, takes intelligent risks, and learn from their mistakes. Phi Kappa Theta is recognized as society's leadership incubator.

## MODULE ONE

# YOUR JOURNEY AS EQUALS

### **Fraternal Development**

Phi Kappa Theta is a committed journey of lifelong brotherhood. Phi Kappa Theta maintains its relevance through a valuable network of collegiate and alumni members. Phi Kappa Theta challenges its members to accept responsibility for all Brothers, their communities and society.



### **INSIGHT**

### **Equals**

The development and implementation of the Group Capstone reflects our Fraternity's unique founding story, through which two independent Fraternities came together on equal footing in order to become Phi Kappa Theta Fraternity. On April 29, 1959, Phi Kappa Fraternity and Theta Kappa Phi Fraternity combined to form Phi Kappa Theta Fraternity.

Although there are examples of existing fraternities merging under one name or the other, Phi Kappa Theta Fraternity assumed a new name with a new badge, new coat of armor, and a new flag, all of which were co-created by leaders of the two organizations as they came together as equals.

Now, as you begin your journey with Phi Kappa Theta, we also invite you to join us as an equal. This idea encompasses more than your Rights and Responsibilities (page 9) as a new member of Phi Kappa Theta Fraternity, it is an invitation to co-create your new member experience in ways that advance your own growth in each of our Five Areas of Development: Spiritual Development, Intellectual Development, Social Development, Leadership Development, and Fraternal Development.

The goal of your new member experience is not a cookie-cutter, one-size-fits-all program. Instead, it is designed as an opportunity for every single brother to connect with the Mission and values of our Fraternity, and to develop through them and to put them into practice in each of your everyday lives.

# MODULE ONE

## CONTINUOUS SELF-IMPROVEMENT

### INSIGHT

Your opportunity to co-create your new member experience will reflect Phi Kappa Theta's Achieve Model, our four-step process for continuous self-improvement.




Achieve is at the center of how our chapter's engage in strategic planning and improve year to year.

### Our **Achieve Model**

The Four Step Process




In this new member curriculum you will be asked to reflect on each module's material in light of your own experiences (**Assess**). Next, we will ask you to identify one goal reflective of that module's material (**Plan**). You then will take action to fulfill the goal you identified (**Execute**). You will meet with an older member and/or alumnus member to debrief each of the first three steps, and to discuss ideas and strategies for further growth (**Evaluate**).


-  **ASSESS**
-  **PLAN**
-  **EXECUTE**
-  **EVALUATE**

# MODULE ONE

## CONDITIONS FOR GROWTH

 **INSIGHT**

It is important to note that failure and falling short are a natural, even welcome, part of this process. If our goals are not bold enough that we easily meet them, we are not giving ourselves opportunities to grow and to develop. However, by challenging ourselves and by risking failure, we create the necessary conditions for growth and learning. As a well-known quote says, “There is no growth in the comfort zone and no comfort in the growth zone.”

 **ASSESS**

Using the Cantril Scale (learn more at <http://bit.ly/2tLhGI7>), on the scale of 1 (low) to 10 (high), how would you score yourself for each area of development as described by Phi Kappa Theta?

**Spiritual Development:**                      1 2 3 4 5 6 7 8 9 10

What life experiences have you had that have contributed to your Spiritual Development?

---

---

---

---

**Intellectual Development:**                      1 2 3 4 5 6 7 8 9 10

What life experiences have you had that have contributed to your Intellectual Development?

---

---

---

---

# MODULE ONE

## CONDITIONS FOR GROWTH

**Social Development:** 1 2 3 4 5 6 7 8 9 10

What life experiences have you had that have contributed to your Social Development?

---

---

---

---

---

**Leadership Development:** 1 2 3 4 5 6 7 8 9 10

What life experiences have you had that have contributed to your Leadership Development?

---

---

---

---

---

**Fraternal Development:** 1 2 3 4 5 6 7 8 9 10

What life experiences have you had that have contributed to your Fraternal Development?

---

---


---

---

---

# MODULE ONE

## DEVELOPMENTAL AREAS

 **PLAN**

Using the same Cantril Scale, where would you like to improve in each of the five developmental areas in your life.

**Spiritual Development:**                      1 2 3 4 5 6 7 8 9 10

What would it mean for you to improve in this area of development?

---

---

---

---

**Intellectual Development:**                      1 2 3 4 5 6 7 8 9 10

What would it mean for you to improve in this area of development?

---

---

---

---

**Social Development:**                      1 2 3 4 5 6 7 8 9 10

What would it mean for you to improve in this area of development?

---

---

---

---

# MODULE ONE

## DEVELOPMENTAL AREAS

**Leadership Development:** 1 2 3 4 5 6 7 8 9 10

What would it mean for you to improve in this area of development?

---

---

---

---

**Fraternal Development:** 1 2 3 4 5 6 7 8 9 10

What would it mean for you to improve in this area of development?

---

---

---

---



## MODULE ONE

# YOUR RIGHTS & RESPONSIBILITIES



### INTROSPECTION

#### **Rights & Responsibilities**

As a new member of Phi Kappa Theta Fraternity, you have the following rights and responsibilities:

- A. The right to be treated with dignity and respect throughout the new member education program.
- B. The right to ask questions and understand each step of the new member education program and what is expected.
- C. The responsibility to complete all expectations of the new member education program and actively participate in all new member education meetings.
- D. The responsibility to challenge and support the other members of your new member class.
- E. The responsibility to allow yourself to be open to new experiences and perspectives during the new member experience.
- F. The right and responsibility to balance the new member experience with your academic commitments. You are a student at your respective institution first.



### INSIGHT

**Hazing is not tolerated by Phi Kappa Theta Fraternity and any actions that make you uncomfortable or uneasy should be reported immediately.**

Please call the Executive Office to report these actions (1-317- 872-9934).

You may also use the Anti-Hazing Hotline: 1-888-NOT-HAZE (1-888-668-4293).

To learn more please visit [HazingPrevention.org](https://www.hazingprevention.org).

# MODULE ONE

## DIGNITY & RESPECT



### ASSESS

What does it mean to you to be treated with dignity and respect throughout your new member experience? What will you do or who will you talk to if you feel like you are not being treated with dignity and respect?

---

---

---

---

---

One of your rights and responsibilities is to ask questions and understand each step of the new member experience. What questions do you have at this time? Who will you ask to answer these questions?

---

---

---

---

---

One of your responsibilities is to allow yourself to be open to new experiences and perspectives. How will you practice this responsibility?

---

---

---


---

---

# MODULE ONE


## MODULE ONE

# EXPLORING OUR FRATERNITY'S CATHOLIC HERITAGE

 **INSIGHT**

The Early Days of Phi Kappa, and The Early Days of Theta Kappa Phi

[\(Link to video for founding and history of Phi Kappa Theta Fraternity.\)](#)

 **ASSESS**

How is the founding of Phi Kappa Theta Fraternity unique among college fraternities, and how is this principle reflected in the new member experience?

---

---

---

---

What is the **Mission** of Phi Kappa Theta Fraternity, and how is the mission reflected in the new member experience?

---

---

---

---

What is the **Vision** of Phi Kappa Theta Fraternity?

---

---

---

What is the motto of Phi Kappa Theta Fraternity?

---

---

---

# MODULE ONE

## IDENTIFYING SUPPORT

### MODULE ONE

## IDENTIFYING SUPPORT

### PLAN

Which of the **Five Areas of Development** are you most interested in developing during your new member experience?

---

---

---

In the area of development you identified above, how can the Phi Kappa Theta Fraternity and any/all of its members help you develop in that area? Consider how they can help you identify opportunities and resources inside and outside of the Fraternity.

---

---

---

---

---

### EXECUTE

Identify one person to serve as your Big Brother or Alumnus Mentor during your new member experience. Your New Member Educator can help you identify good candidates for this important role, and can help you match your interests and personality with a Big Brother or Alumnus Mentor. You will meet and talk with this person regarding each module during your new member experience, and they will serve as a formal guide and role model as you enter Phi Kappa Theta Fraternity.

The most important qualities of this person are:

1. You can trust them, and;
2. They are committed to investing in your development.

## MODULE ONE

# EVALUATE TOGETHER



## EVALUATE

Meeting with Big Brother/Alumnus Mentor:

- Ask about the Big Brother's/Alumnus Mentor's journey as a Brother of Phi Kappa Theta Fraternity.
- Talk about your expectations for each other, including when and where you will meet and how you will communicate outside of your meetings. Does the other person prefer calling, emailing, texting, etc.?
- Discuss your responses to the Module 1 **Assess** and **Plan** prompts.
- To prepare for the next module, we will begin learning about and engaging in each of the **Five Areas of Development**, beginning with Spiritual Development. Discuss with your Big Brother/Alumnus Mentor what Spiritual Development, purpose, and values mean to you. Ask them how Phi Kappa Theta Fraternity has played a role in their Spiritual Development.