

## MODULE TWO

# OUR MISSION & VISION



## INTRODUCTION

The **Mission** of Phi Kappa Theta Fraternity is: ***Phi Kappa Theta actively develops men to be effective leaders who passionately serve society, Fraternity, and God.*** This module is the first step in a lifelong journey in which we fulfill this promise for you, through you, and with you.

As you learned in the last module, Phi Kappa Theta Fraternity has identified five ways in which we will actively develop effective leaders: *Spiritual Development, Intellectual Development, Social Development, Leadership Development, and Fraternal Development.* By fulfilling our mission through those **Five Areas of Development, Phi Kappa Theta will be known as the premier human development organization inspiring confidence through life experiences.** This is our **Vision.** In other words, by engaging in the work of our **Mission** every day for every member in every chapter, we will reach our desired outcome, which is our **Vision.**

The mission describes the day-in and day-out work of an organization or person; the vision identifies the optimal result of that work. You also may summarize these as:

- Who am I? (**Mission**)
- What will I become? (**Vision**)

Together, the mission and vision form the purpose of an individual or an organization.

## MODULE TWO

# SPIRITUAL DEVELOPMENT



### INSIGHT

For Phi Kappa Theta Fraternity, our Catholic heritage and purpose are evident through our passion and priority for the **Spiritual Development** of our Brothers, as well as the encouragement for our brothers to explore their natural curiosity about spirituality and individual purpose.

### **Spiritual End State**

*Spiritual End State: 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.*

### **GOALS**

The two ways in which our chapters provide ongoing **Spiritual Development** are through:

1. Individual Purpose & Calling
2. Understanding the Role of Rituals

The three ways in which we will introduce **Spiritual Development** through the new member experience are to:

1. Gain insights into the relevance of rituals and stories
2. Identify your own unique talents
3. Identify what your community and the world need
4. Embrace your individual purpose and calling

In this way, we are able to celebrate the Fraternity's Catholic heritage, while welcoming the diverse perspectives of all Brothers, with the hopeful expectation that the entire brotherhood will embody the moral values upon which the Fraternity was established.

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# BEYOND BELIEF



### INSIGHT

#### **Beyond Belief**

In order to deliver on this passion and priority, we have collaborated with DMB Coaching (DMBCoaching.com), who have a combined 35 years of experience in mentoring tens of thousands of college men, to create a one-of-a-kind spiritual development program, “Beyond Belief.”

Beyond Belief is a significant step to enlarging and expanding the notion of spiritual development for our brotherhood, educating our membership in Catholic theology and traditions, encouraging diversity and pluralism in the context of personal spiritual growth, extinguishing religious biases and bigotry among the brothers and empowering chapter vice presidents to elevate spiritual development in all of the chapters.

This innovative program consists of eight modules:

- Module 1: Explore your own ultimate questions
- Module 2: Evaluate your own spiritual beliefs
- Module 3: Express your own spiritual challenges
- Module 4: Engage your brothers in spiritual dialogue
- Module 5: Examine your own spiritual biases
- Module 6: Embody your own spiritual values
- Module 7: Experiment with spiritual activities
- Module 8: Educate yourself about our Catholic heritage

Empowered with a deeper understanding of how Phi Kappa Theta Fraternity employs its **Mission, Vision**, and *purpose*, we will turn our attention to your development as an individual.

In addition to the **Mission** and **Vision** for the entire organization, Phi Kappa Theta has identified desired “end states” or outcomes for each of the **Five Areas of Development**. Stated previously, the end state of **Spiritual Development** is: *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.*

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# RITUALS & STORIES



### INSIGHT

The focus for this module, **Spiritual Development**, addresses the power of rituals and the role of purpose in each of our lives.

#### **The Relevance of Rituals & Stories**

Imagine you have a powerful idea. Imagine that idea, if it spread, could completely transform communities, nations, and the world. How would you convey your message? How would you make sure that message was clear and convincing? How would you make sure it was magnetic and memorable?

Would you begin by carefully crafting guidelines, policies, and procedures for how and when your idea could be spread? Or would you begin by creating a compelling story?

When the founders of Phi Kappa Fraternity and Theta Kappa Phi Fraternity formed the two organizations that later would come together as equals to become Phi Kappa Theta Fraternity, they began with stories that could capture the mission and purpose of those organizations, and which could be told and re-told in any period of time and in any place around the world without losing any of the original meaning or value.

In Phi Kappa Theta Fraternity, the story we tell and re-tell about who we are and how we transform communities, nations, and the world is our Ritual.

As human beings, our brains are wired for stories. All-too-often we think of our brains like computer file folders or old school filing cabinets. We hear, read, or see some sort of information, and we expect to recall that information at some time in the future.

But, our brains more closely resemble your favorite online search engine. The more connections there are to a piece of information, the more likely we are to recall that piece of information.

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# RITUALS & STORIES



### INSIGHT

In this way, stories are powerful ways of encoding information in our minds because they are not isolated, single pieces of information, but instead collections of details, facts, and feelings that connect to areas throughout our brains.

You also can convey a greater depth of information and richness through stories than through isolated, single pieces of information. In *Luke 10:25-37*, for example, a lawyer asked Jesus, “Who is my neighbor?” Jesus could have answered with a description or a list, which could cause modern day scholars to parse and pore over those passages for possible exceptions and loopholes. Instead, Jesus responded with the parable of the Good Samaritan.

As you can see, stories are not only more memorable, they also invite us to think more deeply not only about their meaning, but their relevance for us in our daily lives.

### **The Power of Purpose & Calling**

Simon Sinek, an author, leadership expert, professor at Columbia University, and speaker referred to the finding of one’s purpose as “starting with why.” In an article posted on Sinek’s web site, he says, “Once you understand your WHY, you’ll be able to clearly articulate what makes you feel fulfilled and to better understand what drives your behavior when you’re at your natural best... You’ll be able to make more intentional choices for your business, your career and your life.”

Read the article, *The Science of Why*: <http://bit.ly/2FjzgFK> or watch a five-minute video interview with Sinek: <http://bit.ly/2tvKrs9> or watch the original 18-minute **Start with Why** TED Talk video here: <http://bit.ly/36nrdDQ>

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# PURPOSE & CALLING



### INSIGHT

Identifying and living our purpose is the key to long-term, fulfilling success. According to *Gallup's State of the Global Workplace*, 85 percent of employees are not engaged or are actively disengaged at work, and less than two out of every ten employees is thriving in the workplace. Gallup has found that what they call Purpose Well Being, or liking what you do each day and being motivated to achieve your goals, is the foundation of overall well being.

As a “Greek” organization, we can’t help but look to the ancient Greeks for a lot of things. But, on the topic of identifying and living one’s purpose, there really are few who have ever been better teachers. The ancient Greek philosophers believed the highest goal for one’s life was to achieve a concept they called “eudaimonia,” which can be translated as a combination of “well-being” and “well-doing.”

Eudaimonia may be best captured by one of Aristotle’s most famous quotes, “Where your talents and the needs of the world cross lies your calling.”


In this way, identifying your purpose involves answering three questions:

1. What are your talents?
2. What does the world need?
3. Where do the answers to #1 and #2 cross?

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# SPIRITUAL DEVELOPMENT

 **ASSESS**

How did you score yourself for **Spiritual Development** in Module 1? Why?

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How would your life change if you could score just two or three points higher in **Spiritual Development**?

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What ideas do you have for increasing your score for **Spiritual Development**?

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 **INTROSPECTION**

**What Your Talents Are (Option A)**

In beginning our focus on your development in Phi Kappa Theta’s Five Areas of Development, it is important to be very clear about the goal of this process. The goal is to help you become more of who you already are, not to make you a generic product from an assembly line. That is, the goal is not to make you a predetermined version of what a Phi Kappa Theta member is, but instead to make you a better version of yourself through membership in Phi Kappa Theta Fraternity.

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# SPIRITUAL DEVELOPMENT

The assembly line is easy; all of the choices have been made, and you just follow the plan already made for you. Oftentimes, we follow others' expectations for us, rather than doing the hard work of discovering who we are, finding our own abilities, interests, and values, and living our own versions of success.

The imagery and language of a journey are prominent in Phi Kappa Theta Fraternity, and they are extremely relevant for the process of personal development, as well.


When we're planning a journey or a trip, we plan from our starting point (i.e. point A) to our destination (i.e. point B). The truth is, when it comes to your personal journey, you are already on the road. The reason is that all of the things that are now in your rearview mirror-your background, your experiences, your interests, your skills, your values, etc.-are a big part of that path. Where you've already been matters more than you may think. On a road trip, we may pick up a souvenir or two. In life, however, we pick up experiences that not only reveal things about ourselves, but those experiences also continue to shape who we are.



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 **ASSESS**

What is one time that you did something well, that you enjoyed, and that you were proud of? Describe in as much detail as possible one time where all three of those characteristics were true.

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What interests, skills, and strengths can be demonstrated through that one experience?

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What other interests, skills, and strengths have been important parts of your life?

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### ASSESS

Imagine for a moment that you are participating in some sort of athletic competition. Your attention is focused on the movements of your body, the power of your muscles, the force of your lungs, and so on. You are living in the moment, completely absorbed in the present activity. Time seems to fall away. You are tired, but you barely notice. This is oftentimes referred to as “flow,” or a state of complete immersion in the activity. Oftentimes, those times when we find ourselves in states of flow can be clues to our talents. When have you experienced flow, or being “in the zone?”

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### INTROSPECTION

#### **What Your Talents Are (Option B)**

Hundreds of years ago, a nearly ten-foot-tall golden statue of Buddha was made in Thailand. It was eventually moved to Ayutthaya in the early fifteenth century.

One day, the people of Ayutthaya received word that one of the neighboring kingdoms was coming to attack them. The people of Ayutthaya desperately wanted to preserve the Golden Buddha, so they devised a plan to cover the statue’s exterior in plaster, stucco, and bits of colored glass. In this way, the kingdom could protect the statue from being melted, plundered, or sold.

Ayutthaya was completely destroyed and the statue lay among the ruins. Despite the attack, the statue’s exterior protection remained.

Over the next few hundred years, the statue was moved to various cities and temples throughout present-day Thailand and even was placed beneath a simple tin roof for twenty years.

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Then in 1955, as the statue was being moved to yet another temple, during the final attempt to lift the statue from its pedestal, the supports broke, and the statue crashed hard on the ground, causing a piece of the stucco exterior to fall off. When those near the statue noticed the gold shining through, the rest of the stucco was carefully removed, revealing the very beautiful and very large Golden Buddha statue.

Each of us, like the Golden Buddha, has been covered in an exterior that obscures the true brilliance we have inside. We have gone so long without seeing that precious material inside that it can be difficult to believe it is even there.

For years, we have been told and convinced ourselves that we are nothing more than what others see.

However, we are truly capable of so much more because of what we have inside of us, if only we take the time to discover and uncover it.

 **ASSESS**

In the story of the Golden Buddha, the statue's true nature was visible in the beginning. Often, we can see the clues and evidence of our true potential early in our lives. What are some of the clues to your potential from early in your life?

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What made you different from others?

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## SPIRITUAL DEVELOPMENT

 **ASSESS**

What situations bothered you more than others?

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Considering all of the above, identify three to five of your greatest talents.

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# SPIRITUAL DEVELOPMENT



### INSIGHT

#### What The World Needs

Grab your phone, tablet, computer, or good-old-fashioned local newspaper, and look at the headlines.

What do you see?

Crises, conflicts, and controversies dominate our local and national news.

Is it any wonder it can be so easy to feel overwhelmed by our world?

In addition to the more public problems we may hear or read about, we face the challenges present in our organizations and neighborhoods. In fact, these less publicized issues may be even more relevant to us because we are forced to come face to face with them every single day.

No matter where they come from, these problems are everywhere, and they're big, complex, and scary.

But the challenge is not only to look at the problems around us, but to see the opportunities for making a positive change, too.

According to Dr. Kathy Cramer, author of *Change the Way You See Everything*, "Asset-Based Thinking (ABT) is about knowing that future outcomes are not determined by today's realities...when you change the way you see things, the things you see change."


In other words, how can we expand the way we look at things to see not only the problems, but the opportunities, too? When we look around and see only problems, it is easy to feel overwhelmed and ask, "Where do I even start?"

But when we look around and see only opportunities, we find ourselves enthusiastically asking, "When can I start?"

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 **INSIGHT**

In their book *Switch*, Chip and Dan Heath describe a variety of tools for leading change. One of the most provocative is focusing on the bright spots, an approach that has significantly improved nutrition in impoverished Vietnamese villages, solved behavioral and poor academic performance issues for middle schoolers, and improved performance for salespeople.

“Our rational brain has a problem focus when it needs a solution focus,” say the Heaths. “If you are a manager, ask yourself, ‘What is the ratio of the time you spend solving problems versus scaling successes?’ We need to switch from archaeological problem solving to bright-spot evangelizing.”

To focus on the bright spots, we identify the successes, large or small, and look for ways to copy, highlight, promote, and simply do more of them more often. The key questions to this approach are: 1) What is working? and 2) How can we do more of that?

 **ASSESS**

As a way to celebrate its ten-year anniversary, Google launched a campaign that asked for ideas to change the world. It asked the world two simple questions: What would help? And help most? Then Google asked people to consider how they would answer those two questions for eight different categories.

On your campus or in your community, what would help, and what would help the most?

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# SPIRITUAL DEVELOPMENT

**Community:** How can we help connect people, build communities, and protect unique cultures?

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**Opportunity:** How can we help people better provide for themselves & their families?

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**Energy:** How can we help move the world toward safe, clean, inexpensive energy?

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**Environment:** How can we help promote a cleaner and more sustainable global ecosystem?

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# MODULE TWO

## SPIRITUAL DEVELOPMENT

**Health:** How can we help individuals lead longer, healthier lives?

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**Education:** How can we help more people get greater access to better education?

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**Shelter:** How do we help ensure that everyone has a safe place to live?

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**Everything else:** Sometimes the best ideas don't fit into any category at all.

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Out of all of the above questions, which cause(s) or issue(s) were most interesting to you?

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## SPIRITUAL DEVELOPMENT

What opportunities do you see to use your talents to *passionately serve society, Fraternity and God?*

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(Bring these responses to your next new member meeting)

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# SPIRITUAL DEVELOPMENT

 **PLAN**

Identify one way you can use your talents to address what your campus or your community needs.


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 **EXECUTE**

Do the one thing\* you identified above.

The only criteria are:

- \* It is a selfless act. That is, you do not have anything to gain by your sacrifice.
- \* It should be outside your normal routine. We grow the most when we stretch ourselves.
- \* You give your time. Our time often is our most precious resource.

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# EVALUATE TOGETHER



## EVALUATE

Meeting with Big Brother/Alumnus Mentor:

- Discuss your responses to the Module 2 **Assess** and **Plan** prompts.
- What did you do for your **Execute** activity? What went well? What would you do differently in the future?
- The topic for next module will be Intellectual Development. Discuss with your Big Brother/Alumnus Mentor what Intellectual Development, continuous self-improvement, and lifelong learning mean to you. Ask them how Phi Kappa Theta Fraternity has played a role in their Intellectual Development.