

MODULE SIX

FRATERNAL DEVELOPMENT



INTRODUCTION

In the first four of the **Five Areas of Development**: *Spiritual, Intellectual, Social, and Leadership*, you began developing the insights and tools to become the best version of who you already are, as well as using your personal goals, interests, strengths, and values to collaborate with others to create change and to make a positive difference in the world around you.

Now, in the fifth and final area of development, Fraternal Development, we—all of the collegiate and alumni members of Phi Kappa Theta—are making a commitment to you and your development in every stage of your life, as well as inviting you into a lifelong union with us in ***passionately serving society, Fraternity and God.***

Fraternal Development End State

The end state of “Fraternal Development” is: *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.*

GOALS

The four ways in which our chapters provide ongoing Fraternal Development are through:

1. Recruitment
2. New Member Experience
3. Brotherhood
4. Alumni Engagement

The four ways in which we will introduce Fraternal Development through the new member education experience are to:

1. Answer: What does a lifelong journey mean?
2. Connect you to a network of collegiate and alumni members
3. Embrace responsibility for your Brothers, your community, and society
4. Commit to a journey of lifelong brotherhood

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ASSESS

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

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

What are some ways that you have witnessed your chapter carry out Fraternal Development?

What ideas do you have for increasing your score for Fraternal Development?

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INSIGHT

The Seasons of a Brother's Life

One of the ways to think about the nature of a lifelong journey is through the lens of “The Seasons of Life” by Jim Rohn. In the same way that a farmer has various challenges and opportunities in each season, Rohn says that each of us experiences different seasons throughout our lives.

Spring (to Start): A season of opportunity, as well as urgency. It is important to plant seeds in the optimal time in order to ensure a bountiful harvest. Spring also is the beginning of a long-term commitment; what is planted in the spring will be harvested in the fall.

Spring (in your life): If you begin a semester with strong commitment to your courses by participating in class every day and taking good notes, you can expect to reap a rewarding grade at the end of the term. If you invest a deep commitment to Phi Kappa Theta beginning here with your new member experience, you can expect to receive an abundance of blessings throughout your life.

Spring (in the context of brotherhood): Brothers help us discern opportunities and find the courage to seize them. They see things we may not see.

Summer (to Sustain): Summer is a season of growth and protection. The seedlings have to be protected from heat, insects, and weeds. It also is a time to provide the fertilizers and water to help the plants grow.

Summer (in your life): You certainly will face adversity, difficulties, obstacles, and opponents. They are inevitable. By making a commitment to continuous growth and development, we deepen our roots and gain strength. Life's greatest successes come in spite of adversity, not in the absence of adversity. You must constantly do the hard work of nurturing and protecting the commitments that are most valuable to you.

Summer (in the context of brotherhood): Brothers help us identify threats, including our own actions and attitudes, and hold us accountable. They see what is best for us, even when it's hard.

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Fall (to Stall): The fall then comes and the farmer reaps what was sown in the spring and nurtured throughout the summer. In many ways, the fall is a cold, hard calculation. The more effort that was expended in the spring and summer, the more will be harvested in the fall.

Fall (in your life): For each of us, the fall of our lives is a time of either gratitude or regret, where you receive what you have earned. Fall is when you receive the wages of your work, which is the measure of your commitment and protection to the things that you value most.

Fall (in the context of brotherhood): Brothers are by our sides to celebrate our successes and to support us through more difficult times. They see us at our best and our worst.

Winter (to Stop): Winter always comes. When it comes, we are either prepared or unprepared. If we have prepared well by our work the other three seasons, winter is a time of recuperation and preparation. If not, it can be a time of regret and struggle. In this time, as we anticipate the next season of opportunities, we can choose to invest in ourselves or regress.

Winter (in your life): The more you continue to leverage your Spiritual, Intellectual, Social, Leadership, and Fraternal abilities, the more you will prepare yourself for the next season of abundant opportunities.

Winter (in the context of brotherhood): Brothers push us to continue our growth and development. They see what we can become.

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The seasons of your life also will ebb and flow in different facets of your life. For example, it may be a springtime in your career, and it may be a wintertime in your relationships with others. Phi Kappa Theta uses the 12 Dimensions of Life to articulate these different parts of your life. By naming each of these dimensions, you can better make intentional choices about the ones you will start, sustain, stall, or stop as you consider your priorities at that time.

The 12 Dimensions of Life are:

- Personal
- Physical
- Emotional
- Relational
- Intellectual
- Spiritual
- Moral
- Professional
- Cultural
- Recreational
- Financial
- Sexual

Time does not end on the last page of the calendar, but rather the cycle begins anew. In the same way, your personal development is a lifelong journey of every season in its own time, and it is a journey we are committed to taking at your side.

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ASSESS

When have you experienced each of the four seasons in your own life?

Spring: When have you seized opportunities? When have you missed those opportunities?

Summer: What adversities have you faced? How did you protect against them? How did you grow stronger?

Fall: When have you experienced gratitude? When have you experienced regret?

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ASSESS

Winter: How have you used past experiences to fuel self-improvement and prepare for future opportunities?

In what ways may your commitment to Phi Kappa Theta change in different seasons of your life? In what ways might it change in different stages of your life?

Beginning your journey with Phi Kappa Theta Fraternity is a springtime in your life. In what ways will you seize the opportunities of today to prepare for a bountiful harvest from your lifelong membership in the Fraternity?

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A Network of Collegiate & Alumni Brothers

Although you are just beginning your lifelong journey with Phi Kappa Theta, you are connecting yourself with a network of brothers at every stage of life. It is easy to think of the collegiate and alumni brothers from your own campus, but this network of collegiate and alumni brothers available to you extends far beyond your own chapter. Today, there are approximately 1,200 collegiate Brothers throughout the United States, as well as over 30,000 living alumni around the world. The core of this living network is the lifetime commitment Brothers make to remain connected to Phi Kappa Theta and through the Fraternity to each of us. In other words, the strength of our living network is through the strength of the lifelong commitment of every individual member.

The best part? This is a network you can call upon throughout your life.

A “network” may be a new idea to you, and it may even conjure images of inauthentic, phony conversations and back-door, undeserved job opportunities and promotions. In fact, those all are examples of “networking” done poorly.

In any networking situation, the most important goal is to build a genuine, mutual, and positive relationship with the other person. Early in your life, you may not feel like you have a lot to offer the other person, and a healthy amount of gratitude and humility can go a long way. When you continue the relationship by checking in and talking with the other person from time to time, you would be surprised how many times the opportunity comes for you to help the other person, even if they are at a different professional level than you.

The second goal in any networking situation is to learn as much as possible from the other person. For example, as you’re going through a job search, you may reach out to somebody for insights into a career, company, industry, or market. On the other hand, you also may reach out to brainstorm and bounce ideas with somebody with a shared interest. Or, if you’re considering moving to a different part of the country or the world, you could ask for help identifying places to live or learning about an area’s community, culture, politics, and recreational opportunities.

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Many Brothers also choose to serve Phi Kappa Theta in more formal roles.

Phi Kappa Theta established a specific designation for those who have made the commitment to actively serve the Fraternity. These individuals are all part of our Alumni Network. The Network is made up of trained volunteers, professionals, alumni, and collegiate Brothers who serve as its leaders and mentors.

The Organization has a structure that helps ensure that all projects are delegated appropriately and that there can be levels of accountability in the organization to ensure smooth operations.

(Option: Include pages 41-46-maybe abbreviated-from 18th edition of The Journey, or link to specific roles on website.)

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 **ASSESS**

What are three questions you would ask an alumnus member of Phi Kappa Theta? Consider careers, industries, locations, or majors of interest to you, as well as hobbies or interests you may have.

Read through the descriptions for each of the opportunities to serve within the Alumni Network. Which two or three roles are most interesting to you? Why?

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Responsibility for Your Brothers, Your Community, & Society

What is the difference between brotherhood and friendship?

If you believe what you may have seen in movies and on TV, brotherhood is just a deeper level of loyalty than friendship, oftentimes for the sake of keeping a nefarious secret. In those characters' words, a brother will always have your back, no matter what.

But the best of brotherhood is so much more than that, and in every season of life, a brother can help you in different ways, and as a brother, you will do the same.

In some cases, the help we receive may not feel like help at the time, as it comes in the form of difficult truths delivered with care and compassion that may hurt at the time.

Professional speaker David Stollman tells a story of a bird, a cow, and a cat.

A little bird was flying south for the winter.

It was so cold, the bird froze and fell to the ground in a large field.

While it was lying there, a cow came by and dropped some dung on it.

As the frozen bird lay there in the pile of cow dung, it began to realize how warm it was.

The dung was actually thawing him out!

He lay there all warm and happy, and soon began to sing for joy.

A passing cat heard the bird singing and came to investigate.

Following the sound, the cat discovered the bird under the pile of cow dung, and promptly dug him out and ate him!

The morals of this story are:

- Not everyone who drops dung on you is your enemy.
- Not everyone who gets you out of dung is your friend.
- And when you're in deep dung, keep your mouth shut.

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In every phase of life, conflict and differences of opinion are inevitable, just as it is in any family, group, or organization. Remember: Tuckman's Five Stages of Group Development from Module 4 - Social Development. It is important to develop strong conflict resolution and negotiation skills.

The most important goal for any debate, negotiation, and resolution is not necessarily to win, but rather to reach a good deal for all sides. By emphasizing a good deal rather than winning, you can:

- Gain understandings of backgrounds, beliefs, and ideas different than your own
- Grow and deepen your relationship with the other person(s)
- Minimize losses from the conflict, such as energy, reputation, time, etc.

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The Four C's

You can use these elements to guide you through any conflict, debate, negotiation, or otherwise tricky conversation you may face, whether with your Brothers or with others as you work to create change in your community and society.

Consider: Sun Tzu, a Chinese general in the sixth century BC and the author of *The Art of War*, said, “If you know the enemy and know yourself, you need not fear the result of a hundred battles. If you know yourself but not the enemy, for every victory gained you will also suffer a defeat. If you know neither the enemy nor yourself, you will succumb in every battle.”

This advice applies not only to military battles, but to interpersonal conflicts, as well. Before entering any difficult conversation, it is important to consider your interests and perspectives, as well as those of the other person.

- What do you care about?
- What does the other person care about?
- What are you afraid of (or what is the worst possible outcome)?
- What could the other person be afraid of?
- What are all of the possible outcomes?

Communicate: The best way to earn the other person's trust and goodwill is to first listen, to second listen, and to third listen. Dr. Stephen Covey, author of “*The 7 Habits of Highly Effective People*,” identified “Seek first to understand, then to be understood” as his 5th habit. Many of us listen with the intent to rebut or reply.

As the other person is speaking, our unconscious mind—especially when we feel attacked or threatened—reacts to what is said, rather than truly processing the point the other person is trying to make. By beginning with the intent to really listen to the other person, you also can diffuse some tension by allowing them to “get it all out.”

When it is your turn to speak, focus on “I” statements, which are less likely to spark defensiveness and will invite the other person to see your point of view.

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Collaborate: Now that you have considered your interests, as well as those of the other person, and engaged in open, productive conversation with the other person, you can begin to work together toward a solution. Look again at all of the interests you thought of in the “Consider” step, both for you and for the other person. Look for common interests, as those are fertile ground for finding a good deal that both of you can agree to.

When you move to this part of the conversation:

- Brainstorm as many ideas and solutions as possible. Focus first on generating the largest possible number of solutions before evaluating them. (See “Choose” step.)
- Maximize the number of options
- Prioritize “win-win” solutions
- Resist solutions based on what’s “fair” or “right,” as those can be subjective and can cause resentful feelings in the future

Choose: Evaluate the full list of solutions. You can mark or “star” the best options. Work with the other person to choose a solution together, and resist any urge to re-debate the situation. Above all, keep the focus on the present and a solution.

- Which solution gives both people the biggest wins? That solution is probably the best one.

Whether you are engaged in an interpersonal conflict or you are creating change in a group, organization, work setting, community, or society, developing the skills to have productive conversations despite differences of backgrounds, beliefs, or thoughts will set you apart as a servant leader.

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ASSESS

What is an example of a time when you resolved a conflict or difference of thought in a positive way? What worked well in that example?

The Fifth C: The **Commitment** to a Journey of Lifelong Brotherhood.

You are at the threshold of what it means to be committed to Phi Kappa Theta Fraternity.

What does a “commitment” mean to you? You may think of a relationship, or a contract, or you may think of responsibilities you needed to complete—like homework or chores—before you could hang out with your friends. Or maybe you think of signing up for an activity or event, before a more desirable option emerged. You may even hear yourself say, “I would love to, but I made a commitment to...”

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At Phi Kappa Theta, we commit ourselves to the service of our communities, our fellow Brothers, and God.

Commitments at their best are not things that hold us back from things we want, but rather push us toward the things that are important to us. To commit is to seize and hold onto those things that are of the greatest value to us. Pledges and promises are merely words; by following through with consistent and reliable action, they become commitments. In this way, commitments are demonstrations of integrity.

In the bond of brotherhood, the strength of our bond is just as reliant on our commitment to you as it is on your commitment to all of us. Together, we hold fast to one another, both now and throughout your life.

The commitment we make to you, and that we ask you to make to us, is not a stagnant obligation “for life,” but a dynamic, ever-changing journey over the course of your lifetime.

As you enter and exit different phases of your life, that commitment will change. At some times, you may be able to give more of your talents, your time, or your treasures. At other times, you may have to give less. Likewise, our brotherhood benefits from (and is reliant upon) those who are able to give more of their talents, their time, and their treasures, but also can be counted on to help and support those who are in need.

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PLAN

Reflect on the Seasons of a Man's Life, and how you can begin your lifelong journey with Phi Kappa Theta now, and how you will continue that journey throughout your life as your well of talents, time, and treasure change through the years. Remember: A commitment is a reciprocal relationship; the more you give, the more you receive.

Age	Theme	What will you do?
Now through 20s	Plant/Start	
30s through 40s	Grow/Protect	
50s through 60s	Gratitude/Reflection	
70s and beyond	Legacy/Prepare for the Future	

Create a brief plan using the table below for how you may continue your growth in the Five Areas of Development: Spiritual, Intellectual, Social, Leadership, and Fraternal.

Area	What	When (How Often)	Where	With Whom
Spiritual				
Intellectual				
Social				
Leadership				
Fraternal				

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 **EXECUTE**

Create an extended plan for executing your growth in the Five Areas of Development: Spiritual, Intellectual, Social, Leadership, and Fraternal.

In each Area of Development include specific details as to What, When (e.g. How Often), Where, and With Whom.

Spiritual

Intellectual

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EXECUTE

Continue your plans for executing growth in the remaining Five Areas of Development.

Social

Leadership

Fraternal
