



# NEW MEMBER EDUCATION

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# INTRODUCTION & WELCOME

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## 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**).




# 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?

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**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?

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# 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?

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**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?

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**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?

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# 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?

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**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?

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**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?

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# 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?

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**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?

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## 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

## 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?

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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?

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

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# 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

<https://www.phikaps.org/our-history>

 **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?

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

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

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What is the motto of Phi Kappa Theta Fraternity?

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# MODULE ONE

## MODULE ONE

# IDENTIFYING SUPPORT

 **PLAN**

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

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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.


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 **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.



# SPIRITUAL DEVELOPMENT

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## 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.

## MODULE TWO

# 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.*

## MODULE TWO

# 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.

## MODULE TWO

# 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>

## MODULE TWO

# 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?



## MODULE TWO

# 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.



# MODULE TWO

## MODULE TWO

# SPIRITUAL DEVELOPMENT

 **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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# MODULE TWO

## MODULE TWO

# SPIRITUAL DEVELOPMENT

### 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.

# MODULE TWO

## MODULE TWO


# SPIRITUAL DEVELOPMENT

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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# MODULE TWO

# 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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## MODULE TWO

# 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?"

# MODULE TWO

## MODULE TWO


# SPIRITUAL DEVELOPMENT

 **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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# MODULE TWO

## MODULE TWO

# 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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# MODULE TWO

## 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)

# MODULE TWO

## MODULE TWO

# 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.

## MODULE TWO

# 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.



# INTELLECTUAL DEVELOPMENT

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## MODULE THREE

# INTELLECTUAL DEVELOPMENT



## INTRODUCTION

In the last module exploring Spiritual Development, we discussed the ideas of mission and purpose, for organizations such as Phi Kappa Theta Fraternity, as well as for individuals. A mission is a description of the core, essential work of a group or person, and a vision is the inspirational outcome of that work. Can you recall the **Mission** of Phi Kappa Theta? Do you remember the **Vision** of our Fraternity?

Together, the mission and vision form the *purpose* for the individual or organization. Purpose is one of the main tenets of your Spiritual Development, one of Phi Kappa Theta Fraternity's **Five Areas of Development**, which also include: *Intellectual Development, Social Development, Leadership Development, and Fraternal Development*.

In our discussion of the building blocks of your purpose, we asked you to consider your skills, strengths, and talents, and then to reflect on you can use those to serve society, Fraternity, and God. We also asked you to begin working with the other new members to begin the first steps in planning your Group Capstone, an immersive, hands-on experience serving society, Fraternity, or God that you and your fellow new members will plan and execute with the full brotherhood of the chapter.

Now, we will continue identifying and and applying your skills, strengths, and talents, focusing on your **Intellectual Development**.

## MODULE THREE

# INTELLECTUAL DEVELOPMENT



### INSIGHT

#### Intellectual End State

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

#### GOALS

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

1. Academic Excellence
2. Life Preparation

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

1. Equip you for academic success
2. Ignite a desire for lifelong learning
3. Finding your career fit

# MODULE THREE

## INTELLECTUAL DEVELOPMENT



### INTROSPECTION

How did you score yourself for **Intellectual 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 **Intellectual Development**?

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

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## MODULE THREE

# INTELLECTUAL DEVELOPMENT



### INSIGHT

#### Equipping You for Academic Success

The best students are skilled in a variety of ways. Simply being “smart” doesn’t make the grade. Balancing class, study time, tests, work, family, friends, and more can be challenging for anybody, particularly at the busiest times of the year. Developing habits and strategies as soon as possible will position you for short- and long-term academic success.

One of the first steps is identifying those things that are the most important things in your life. By identifying the most important aspects of your life, whether people, goals, or activities, and then distinguishing those from the less important parts of your life, you can make intentional choices about how you allocate your time every month, every week, or even every day.

Watch this 2-minute video, called “The Jar of Life”: <http://bit.ly/2MSUizs> – after watching the video, let’s begin identifying the large, medium, and small things in your own “jar of life.”



### INTROSPECTION

Consider the things you do in your life, and the labels you may associate with those things. You may call these your “roles,” and they may include son, brother, student, athlete, employee, etc. List as many of your roles as possible, and then order the top five from most important to least important.

- 1.
- 2.
- 3.
- 4.
- 5.



## MODULE THREE

# INTELLECTUAL DEVELOPMENT



### INSIGHT

Now, put those same roles in order of how much time you spend on them, from the most time to the least time.

- 1.
- 2.
- 3.
- 4.
- 5.

Look at both lists. What adjustments would you like to make?

### **Igniting Your Desire for Lifelong Learning**

Now that you've determined your priorities, let's maximize your ability to learn anything, regardless of the subject. Yes, that's right! With the right approach and plan, you can learn any skill or topic.

Thanks to countless pop culture references, many people associate college success with an almost endless cycle of procrastination and "cramming," which involves trying to absorb as much information as possible in as little time as possible, only to forget that information almost as soon as they walk out of the classroom on the day of the exam.

But, believe it or not, the easiest and least time-consuming path to college success is in actually learning the material. Seriously! Beginning October 1, 2011 and ending September 26, 2012, Scott H. Young challenged himself to learn the entire four-year MIT curriculum for computer science, in less than 12 months.

Watch Scott describe the challenge here: <http://bit.ly/2FjZAja>

## MODULE THREE

# INTELLECTUAL DEVELOPMENT



### INSIGHT

After completing the MIT Challenge, Scott has taken the learning strategies from the MIT Challenge and used them to learn not one, but four foreign languages in one year, and to improve his artistic abilities.

On his website, [scotthyoung.com](http://scotthyoung.com), Scott describes specific learning principles that have proven successful, regardless of the subject he is trying to learn. They include:

**Design Your Project Well:** Know what you're working with, including the materials and time you need. Think about the Who, What, When, Where, and How of your study plan. Eliminate distractions. If you find it difficult to focus for long periods of time, start with a manageable amount of time to get started. Then, increase the amount of time from there. Yes, it takes a lot of time to create your plan, but you will save even more mental energy over time.

**Feed Your Need for Feedback:** Check your work early and often. (Don't wait until the end.) Faster feedback is faster learning. Also seek opportunities for deeper, more time-consuming applications and projects, which will deepen your learning. Of course, make sure you're getting the most accurate, most detailed feedback possible. The more precise the feedback, the more profound the learning.

**Learn Actively Over Time:** Answer questions, explain material to others, put concepts into practice. Don't just read, re-read, skim, or re-listen to lectures. The more you process, rather than just repeat, information, the deeper the learning. Paraphrase and summarize what you're hearing or reading. The longer you practice, the stronger your learning and memories will be, and the easier you will recall information.

**Overlearning:** Once you've mastered a concept or skill, keep practicing. For example, if your goal was to become a proficient free throw shooter, would you stop once you made one free throw? 10? 100? No, you would keep practicing in order to keep that skill strong. The concepts and information you learn in the classroom work the same way. Find ways to keep your knowledge and skills strong, which can make studying for that final exam a lot less stressful.

## MODULE THREE

# INTELLECTUAL DEVELOPMENT

**Eat, Sleep, & Exercise:** These three are not part of Scott's strategies, but we can't forget that our brains are one of the most important organs in our body, and like every other organ in our body, our brains need energy to function at a high level.

**Eat:** If you eat an average diet, your brain will function at an average level. If you eat below average or above average, your brain will function at a corresponding level. In fact, the food you eat at lunch will impact your brain's performance that same day.

**Sleep:** If you want your brain to function at a high level, you need 7 to 8 hours of sleep. Less than that (or more than that) and your brain will function at a below average level.

**Exercise:** If you are feeling tired in the middle of the day (or any part of the day, for that matter), it is better to exercise for 30-45 minutes than to take a nap. By exercising, you will experience a longer term energy boost than you will from napping.

Over time, you will find that you can implement the same principles to quickly learn new things, and as you pick up new knowledge and skills that you never thought you would learn, we hope you also will discover a passion for lifelong learning.

## MODULE THREE

# INTELLECTUAL DEVELOPMENT



### INSIGHT

#### **Finding Your Career Fit**

More than half of young professionals are not engaged at work, making them the least engaged generation in the workforce, according to Gallup, Inc. (How Millennials Want to Work and Live, 2016).

Part of the reason for this, Gallup's research suggests, is that while previous generations did not necessarily need to find fulfillment in their jobs, the primary professional motivation for young professionals has switched from earning a paycheck to furthering their development and purpose. In Module 2, you began the process of articulating your purpose, and now we will focus on finding your career fit and furthering your career development.


The classes you take and the subjects you study in college are one piece of the puzzle. A major will help you choose which classes you will take, what you will learn, and some of the skills you will acquire, but in most cases, it will not determine your career path.

In order to be engaging, your work has to connect to your interests, give you an opportunity to demonstrate and develop your strengths, and provide a sense of purpose. Your best career opportunities are those that allow you to bring together as much of your knowledge, interests, skills, strengths, and values as possible. The more of these that you can incorporate into your work, the more you will thrive.

Your exploration of major and careers will be most effective and focused if you take the time for thoughtful self-assessment and reflection to find the best career fit for you. Start your self-assessment by reflecting on what you know about yourself: your interests, strengths, skills, values and your goals, which you can do by answering a handful of open-ended questions, completing a career or personality assessment, or by reflecting on the traits of somebody you admire.

# MODULE THREE

## INTELLECTUAL DEVELOPMENT

 **ASSESS**

How would you answer the following questions:

What do I naturally enjoy doing?

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What are my past accomplishments?

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What are the aspects of my career or life that I would never compromise? In other words, what are my “deal breakers”?

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What are the core values I live by?

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# MODULE THREE

## INTELLECTUAL DEVELOPMENT

What do I want to be known for?

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What kind of atmosphere or culture do I want at work?

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What challenges or problems do your family or friends come to you to solve?

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## MODULE THREE

# INTELLECTUAL DEVELOPMENT

Can you guess what we're going to ask you to do next? Yes, call the person you wrote about and read what you wrote to them. We promise it will be worth your time.

Now that you are beginning to identify your interests, strengths, and values, you can start exploring possible career paths. When researching possible careers, consider:

- **Functions:** What work tasks are of interest to me?
- **Industries:** What employment sectors (i.e. education, finance, health care, technology, etc.) appeal to me?
- **Geographies:** Where do I want to live and work?
- **Companies:** Which specific companies do I like or admire?

As you begin this part of your search, O\*NET Online, a web site sponsored by the U.S. Department of Labor, ([ononline.org](http://ononline.org)) is an excellent resource.

You also can access a huge library of videos from countless careers and industries via Roadtrip Nation: <http://bit.ly/2MPknPG>

At this point, many people want first-hand knowledge of a career, company, function, or industry, making it a great opportunity to begin building your network by connecting with upperclassmen or professionals in your area of interest. If you don't know where to begin, consider starting with the person that you wrote about as somebody you admire and consider as a role model. The goal is simply to talk with them and learn more about what they do, what they enjoy most about what they do, and maybe even what is hardest about what they do. But, the most important question you will ask them will be the last question you ask, which is, "Who do you know...?" For example, you may say, "I've really enjoyed learning more about your career in \_\_\_\_\_. I'm finding myself more interested in \_\_\_\_\_ career opportunities or careers related to \_\_\_\_\_. Who do you know who would be a good person for me to talk to next?" Then, you get to call or email that next person, starting by telling them that \_\_\_\_\_ referred you to them.

It is that simple to build and grow your professional network! In addition, having a mentor who encourages you to pursue your goals and dreams is one of the "Big Six" experiences that a national study of college graduates identified as being the most important in preparing them well for a fulfilling and meaningful life. With the insights, reflections, and most importantly, actions you have taken here as part of your **Intellectual Development**, you are well on your way to a life well-lived.



## MODULE THREE

# INTELLECTUAL DEVELOPMENT



### PLAN

Create a weekly schedule. We recommend ASANA, Apple Numbers, Google Sheets, or Microsoft Excel for this project. If creating a spreadsheet, create half hour time slots starting in the first column, second row, and moving down, A2, A3, A4, etc. In the top row, write each of the days of the week, starting in the second column, first row.

In the previous section, you identified all of the roles you have in your life, and then prioritized them by their level of importance to you. Starting with those roles, place them into your schedule. Consider: When do you have class, study groups, work, etc.? When will you eat, sleep, and exercise? Include “travel time” between meetings.

Once you have all of your scheduled meetings in your weekly schedule, begin crafting your study plan based on the strategies in this section.

- Who will you study with?
- What will you study?
- When will you study? (Consider: Learning Actively Over Time)
- Where will you study? (Remember: Minimize distractions)
- How will you study? (Consider: Feed Your Need for Feedback, Learning Actively Over Time, & Overlearning)

**Pro tip:** Check out Scott H. Young’s *50 Tricks to Study Better, Faster, and with Less Stress* here: <http://bit.ly/2ZNQAw0>



### EXECUTE

Connect with one person to learn about their career, company, or industry, either in person (preferred) or via phone.

You can find tips for “non-awkward” informational interviews here: <http://bit.ly/2SRku18>

## MODULE THREE

# EVALUATE TOGETHER



## EVALUATE

Meeting with Big Brother/Alumnus Mentor:

- Discuss your responses to the Module 3 **Assess** prompts, and be prepared to ask for feedback on the weekly schedule you drafted for the **Plan** prompt.
- Who did you connect with for your **Execute** activity? What did you learn about that person's career, company, or industry? What went well? What would you do differently in the future?
- The topic for next module will be Social Development. Discuss with your Big Brother/Alumnus Mentor how you have been involved in community service or volunteering in the past, as well as the roles you have taken in groups in the past. Ask them how Phi Kappa Theta Fraternity has played a role in their Social Development.



# SOCIAL DEVELOPMENT

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## MODULE FOUR

# SOCIAL DEVELOPMENT



## INTRODUCTION

We hope that you are beginning to see that the **Five Areas of Development**: *Spiritual, Intellectual, Social, Leadership, and Fraternal*, are not independent, isolated concepts, but rather a dynamic, holistic, interdependent process of self-improvement.

In the Spiritual Development module, you began to explore the ideas of mission and purpose for your life, as well as gave some thought to how you could respond to some of the challenges facing our communities, our nation, and our world. In the Intellectual Development module you considered some of your goals, interests, skills, strengths, and values. You also began taking some steps toward building your personal and professional community.

Now that you have built a firm foundation of who you are and what is important to you, we will look at who you are in the context of others around you, and how to develop your capacity for social engagement and social change to the highest levels. This is **Social Development**.

### **Social Development End State**

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

### **GOALS**

The three ways in which our chapters provide ongoing **Social Development** are through:

1. Philanthropic Engagement
2. Social Confidence/Risk Management
3. Citizenship/Social Impact

# MODULE FOUR

## SOCIAL DEVELOPMENT


### MODULE FOUR

## SOCIAL DEVELOPMENT

 **INSIGHT**

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

1. Gain insights into how you perceive others, and how you are perceived by others
2. Illuminate the nature of groups and organizations
3. Showcase different roles that are needed in groups and organizations

 **ASSESS**

How did you score yourself for **Social 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 **Social Development**?

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

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# MODULE FOUR

## SOCIAL DEVELOPMENT

### INSIGHT

#### How You See Others & How You Are Seen by Others

In Module 3 - Intellectual Development, we discussed how simply being “smart” isn’t enough, and how it is important to develop habits and strategies to support your academic success. When it comes to success beyond the classroom, there are two types of “intelligence” that are vitally important. In fact, many employers and graduate and professional schools are looking for these two types of intelligence more than ever before.

Although the origins of “Emotional Intelligence” can be traced all the way back to Plato, the idea came into prominence with the work of Peter Salovey and John “Jack” Mayer in the 1990s, and was popularized by Daniel Goleman in his 1995 book, *Emotional Intelligence*. Emotional Intelligence, or EQ, was defined by Goleman as, “The capacity for recognizing our own feelings and those of others, for motivating ourselves, and for managing emotions well in ourselves and in our relationships.”

Emotional Intelligence consists of four key skills that pair up under two primary competencies: personal competence (“Self” row in table) and social competence (“Others” row in table).

	What I See	What I Do
Self	<i>Self Awareness</i>	<i>Self Management</i>
Others	<i>Social Awareness</i>	<i>Social Management</i>

Personal competence (self-awareness and self-management) focuses on you individually, your ability to be aware of your emotions, and your ability to manage your behavior.

Social competence (social awareness and relationship management) focuses on your ability to understand other people’s moods and behavior in order to sustain positive relationships.

# MODULE FOUR

## SOCIAL DEVELOPMENT

### INSIGHT

Let's look at each of the four skills one-by-one:

- Self Awareness is your ability to accurately perceive your emotions and stay aware of them as they happen.
- Self Management is your ability to use awareness of your emotions to stay flexible and positively direct your behavior.
- Social Awareness is your ability to accurately pick up on emotions in other people and understand what is really going on.
- Relationship Management is your ability to use awareness of your emotions and the others' emotions to manage interactions successfully.

	What I See	What I Do
Self	<i>Self Awareness</i>	<i>Self Management</i>
Others	<i>Social Awareness</i>	<i>Social Management</i>

### INTROSPECTION

Complete the Emotional Intelligence quiz: <http://bit.ly/2sACm5K>

At the bottom of the quiz, they identify five characteristics of Emotional Intelligence (self-awareness, self-regulation, motivation, empathy, social skills), with a chart beneath the quiz that shows which questions correspond to which characteristics.

Read the descriptions and suggestions for each of the five characteristics.

In which of the five characteristics did you score the highest? The lowest?

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# MODULE FOUR

## SOCIAL DEVELOPMENT

What is one strategy you can use to improve your performance in one of the five characteristics?

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### INSIGHT

The second type of intelligence that is vital for your long-term success in your career, your community, and your life is “Social Intelligence,” or SQ, which is oftentimes referred to as “common sense,” “street smarts,” or “tact.”

As human beings, our biology drives us toward connection with others. In fact, there is mounting evidence that positive, nourishing relationships have positive effects on our physical health, whereas those negative relationships that we may refer to as “toxic” are in fact harmful to our physical health, including our bodies’ mobilization of t-cells, which are involved in the immune system’s defense against bacteria and viruses.

In the prologue to his book, *Social Intelligence*, Goleman describes the difference between EQ and SQ.

“When I wrote *Emotional Intelligence*, my focus was on a crucial set of human capacities within an individual, the ability to manage our own emotions and our inner potential for positive relationships. Here the picture enlarges beyond a one-person psychology—those capacities an individual has within—to a two-person psychology: what transpires as we connect.

“Take, for example, empathy, the sensing of another person’s feelings that allows rapport. Empathy is an individual ability, one that resides inside the person. But rapport only arises between people, as a property that emerges from their interaction. Here the spotlight shifts to those ephemeral moments that emerge as we interact. These take on deep consequence as we realize how, through their sum total, we create one another.”



# MODULE FOUR

## SOCIAL DEVELOPMENT

### INSIGHT

- Some of the key traits of those who have high SQ include:
- They can carry on conversations with a wide variety of people, communicating with great levels of tact.
  - They're adept at playing different social roles, including the informal rules of social interaction. They can even use those skills to help others navigate different social situations.
  - They're excellent listeners.
  - They know how to analyze what drives other people's behaviors and thoughts by paying attention to verbal and nonverbal clues.
  - They are mindful of any impressions of themselves they give others, a tricky balance between restraint and authenticity.

### ASSESS

Refer to the nine strategies for improving your SQ here: <http://bit.ly/2sLix6L>

Which one of these strategies would be the easiest for you to implement?

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Which one of these strategies would be the hardest for you to implement?

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If you were to implement only one of these strategies, which one gives you the greatest opportunity for growth in your SQ?

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# MODULE FOUR

## SOCIAL DEVELOPMENT

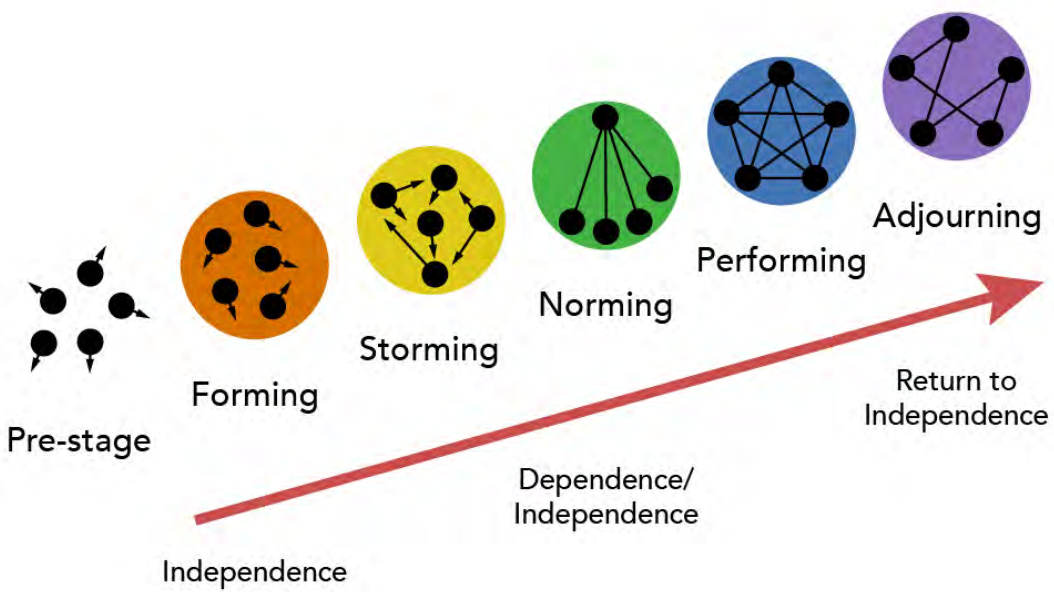
### INSIGHT

#### Nature of Groups & Organizations

In this module, we have progressed from a “one-person psychology” (EQ) to a “two-person psychology” (SQ), which brings us to the next natural step in the process, an examination of the nature of groups and organizations. With an increased awareness of yourself and how you interact with others, it is time to consider how groups form and operate.

One of the most widely used models of group development is Bruce Tuckman’s stages of group development, which is oftentimes referred to by its five rhyming stages: Forming, Storming, Norming, Performing, & Adjourning.

These are natural, even necessary, stages that every group must go through and navigate successfully. With this in mind, let’s look at each of the stages and how skillful leaders can help groups progress through each stage.



## MODULE FOUR

# SOCIAL DEVELOPMENT



### INSIGHT

**Forming:** This is the first stage, and involves introductions and team building. You might think about it like your college orientation or a first date; people are overly cautious and pleasant. People's roles and responsibilities aren't yet clear.

**Successful Forming:** Provide clear expectations, roles, and structure. Describe the mission and vision, particularly how every person contributes to their fulfillment.

**Storming:** Many groups fail in the second stage. One of the ways you may experience this stage is when one of your roommate's daily habits or quirks begins to be a source of frustration or resentment. Personalities begin to clash as people disagree over how things are done, or maybe some people think others aren't pulling their own weight. They may even question the authority or guidance of group leaders. Remember: Conflict is natural, and Storming is part of the group development process. Don't try to avoid conflict; embrace it.

**Successful Storming:** Provide numerous opportunities for honest and open feedback. Teach newer members communication and confrontation skills, which will provide the foundation for positive and productive conflict. Keep the focus on common ground and shared purpose through the group's mission and vision.

**Norming:** Positive and productive conflict leads to acceptance of the leader's authority, appreciation of individuals' strengths, clarity of the group's purpose, and a resolution of any disruptive conflicts. The group finds its collective groove. It is not uncommon for groups to go back and forth between Storming and Norming as new issues or projects come up.

**Successful Norming:** Provide ongoing opportunities to review how the existing expectations, roles, and structure are working for each member of the group. Invite every individual to contribute to designing roles and responsibilities for the group. You may even offer every person the opportunity to facilitate a project or lead the group for a period of time.

# MODULE FOUR

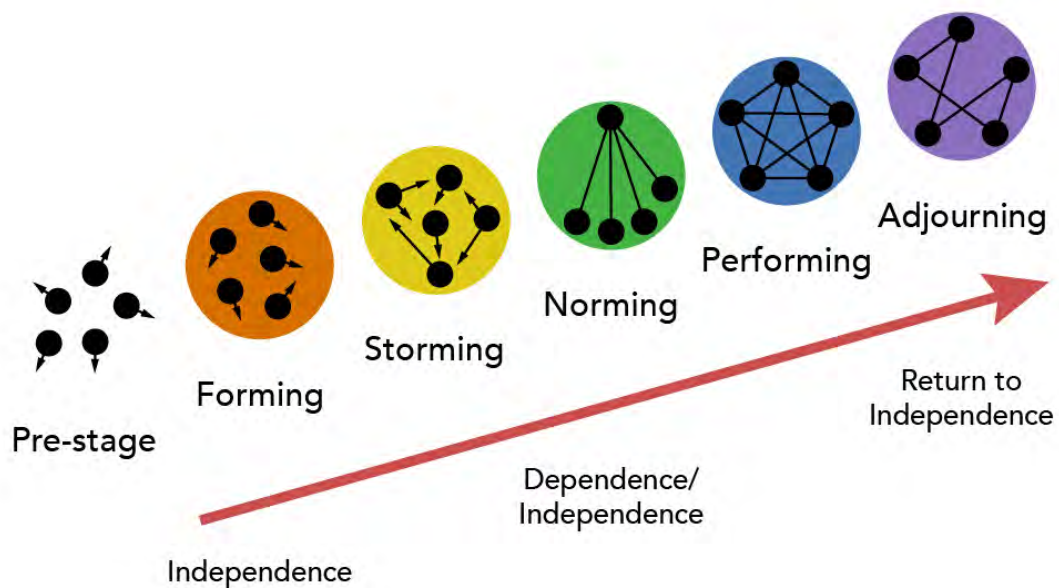
## SOCIAL DEVELOPMENT

**Performing:** As a leader, the fourth stage may be the most fun. In this stage, the group is operating at a high level, and every person has an opportunity to contribute their best effort to the group. Members are clear about their roles and responsibilities, and they are confident in their ability to deliver high quality work.

**Successful Performing:** In all honesty, the best thing a leader can do in this stage is stay out the way, anticipate barriers and obstacles, and look for opportunities to help individuals grow their skills.

**Adjourning:** This is the final stage, and occurs when the group disbands or whenever individuals leave the group. It is important to acknowledge, celebrate, and even mourn.

**Successful Adjourning:** Every individual may react differently to the ending of part or all of the group's experience together. It is important to have a formal recognition of that ending, to recognize any departing individuals for their contributions, and to make sure there is a smooth transition to whatever comes next for the group and for the individuals in the group.




# MODULE FOUR

## SOCIAL DEVELOPMENT

### MODULE FOUR

## SOCIAL DEVELOPMENT

 **ASSESS**

Consider a group, organization, or team you have been a part of that performed at a high level. How did that group advance through each of the Five Stages of Group Development?

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Now think about a group, organization, or team that did not perform at a high level, or that suffered from unresolved conflict. What could you have done differently to help the group advance through the Five Stages of Group Development?

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Finally, consider your new member class as a group, which is progressing toward its own goal of executing the Group Capstone. As a leader, your goal is to help your group perform well, as quickly as possible.

Identify which stage of group development best represents your New Member class.

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What do you need to do to move towards the performing stage?

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What can you do to ensure consistent development of the group, as well as consistent progress toward your goal of a successful Group Capstone?

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## Roles that are Needed in Groups & Organizations

Now that you are equipped with an introduction to Emotional Intelligence, Social Intelligence, and the nature of groups and organizations, let's apply these principles to the roles that are part of any group, organization, or team.

The nine Belbin Team Roles, which derive from the Belbin Self-Perception Inventory, were devised by Dr. Meredith Belbin to articulate how an individual behaves in a team environment. The team roles are distinctly different from personality types because they indicate how strongly people exhibit each of the nine clusters of behaviors. Each of the nine clusters is necessary for strong teams.

Each of the nine team roles is associated with typical behavioral and interpersonal strengths, and those roles also are divided into three groups: **Action-Oriented**, **People-Oriented**, and **Thought-Oriented**.

Here are the nine Belbin Team Roles by group. For more details: <http://bit.ly/2QjJKLI>

### Action-Oriented

- **Shaper:** Enjoys asking questions, challenging assumptions, and provoking the team toward action
- **Implementer:** Organizes what needs to be done, turns ideas into action
- **Completer-Finisher:** Has a high attention to detail, ensures timely completion

### People-Oriented

- **Coordinator:** Clarifies decisions, delegates projects
- **Team Worker:** Diplomatic, flexible, promote team cohesiveness and collaboration
- **Resource Investigator:** Explore options and negotiate for resources on behalf of the team

### Thought-Oriented

- **Plant:** Creative, generates ideas, solves problems in unconventional ways
- **Monitor-Evaluator:** Analytical, deliberative, methodical, unbiased
- **Specialist:** Brings in-depth knowledge in subject area, enjoys developing expertise

# MODULE FOUR

## SOCIAL DEVELOPMENT

### ASSESS

Consider a group, organization, or team you have been a part of that performed at a high level. Identify two or three of the **Belbin Team Roles** that you demonstrated as a member of that group.

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Which one or two roles are the most natural for you? Why?

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Which one or two roles are the least natural for you? Why?

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### PLAN

In the first and second **Assess** prompts in this module, you examined strategies for developing your Emotional Intelligence (EQ) and your Social Intelligence (SQ). What are three strategies you could implement to enhance your EQ, and what are three strategies you could implement to improve your SQ?

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### EXECUTE

Execute the two strategies you identified above, one each for EQ and SQ.

## MODULE FOUR

# EVALUATE TOGETHER



## EVALUATE

Meeting with Big Brother/Alumnus Mentor:

- Discuss your responses to the Module 4 **Assess** and **Plan** prompts.
- What did you do for your **Execute** activity? What was most challenging about the strategies you chose? In what ways will you continue developing your Emotional Intelligence and your Social Intelligence?
- The topic for the next module will be Leadership Development. Discuss with your Big Brother/Alumnus Mentor what ethical leadership and servant leadership mean to you. Ask them how Phi Kappa Theta Fraternity has played a role in their Leadership Development.





# LEADERSHIP DEVELOPMENT

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## MODULE FIVE

# LEADERSHIP DEVELOPMENT



## INTRODUCTION

As we continue our journey through the **Five Areas of Development**: *Spiritual, Intellectual, Social, Leadership, and Fraternal*, we have examined and explored the internal and personal parts of who you are, including your goals, interests, strengths, and values, as well as considered what your mission and purpose are for your own life.

In the last module devoted to Social Development, we looked at how you can develop your Emotional Intelligence (EQ) and Social Intelligence (SQ), as well as how you can improve your ability to work within groups and organizations.

Now that you are equipped with deeper understandings of who you are and how you “show up” in group settings, we want to empower you to take positive, proactive, and productive roles for the causes and in the situations that are important to you. In other words, we want to prepare you to work collaboratively with others to create change and to make a difference for the common good. This is **Leadership Development**.

### Leadership Development End State

The end state of “Leadership Development” is: *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, take intelligent risks, and learn from their mistakes. Phi Kappa Theta is recognized as society’s leadership incubator.*


### GOALS

The three ways in which our chapters provide ongoing **Leadership Development** are through:

1. Career Preparation
2. Fraternity Engagement
3. Student Engagement/Leadership


# MODULE FIVE

## LEADERSHIP DEVELOPMENT

 **INSIGHT**

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

1. Inspire and serve others
2. Demonstrate socially responsible leadership
3. Learn from failures and setbacks

 **ASSESS**

How did you score yourself for **Leadership 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 **Leadership Development**?

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

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## MODULE FIVE

# LEADERSHIP DEVELOPMENT



### INSIGHT

#### Inspire & Serve Others

In 1967, Herb Kelleher and Rollin King founded Southwest Airlines, then an intrastate carrier operating solely within the state of Texas. By 2014, it carried more US passengers than any other domestic airline. Southwest has posted profits for more than forty consecutive years in the financially fickle airline industry, which has seen thirty bankruptcies since 2000, including well-known carriers such as American Airlines, Delta Airlines, United Airlines, and US Airways (twice).

Southwest now serves more than 100 million people each year, and it consistently ranks at or near the top of every metric for customer satisfaction. But, of course, there is more to the success of Southwest Airlines than its numbers, and that success starts at the top with co-founder and former CEO, Herb Kelleher.

In a 2013 interview with *Fortune*, Kelleher was asked about leading through tough times, when the economy is not doing as well. “We could have made more money if we’d furloughed people during numerous events over the last forty years, but we never have. We didn’t think it was the right thing to do.”

It’s not the right thing to do.

Many people chalk up Southwest’s success to Kelleher’s infectious, larger-than-life personality. He is famous for drafting the business model for Southwest on the back of a cocktail napkin, and he is known as a bourbon-drinking, chain-smoking, cowboy hat-wearing maverick.

One thing that separates Southwest Airlines from its competitors is its focus on people, specifically, its focus on its own people—its employees. In this company’s culture, employees come first, customers second, and shareholders third. Those values lead the way for Kelleher and the company he co-founded.

“I’ve always thought that having a simple set of values for a company was also a very efficient and expedient way to go,” Kelleher said. “And I’ll tell you why. Because if somebody makes a proposal and it infringes on those values, you don’t study it for two years. You just say, ‘No, we don’t do that.’ And you go on quickly.”

## MODULE FIVE

# LEADERSHIP DEVELOPMENT

When asked by Fortune magazine about leaders from other companies who would come to Southwest to see how it achieved such consistent success, Kelleher said, “Many of them, I think, were looking for some formula, you know, that you could put on the blackboard. The concept is simple, but the execution takes a lot of work and a lot of attention. If you’re going to pay personal attention to each of your people, for instance, and every grief and every joy that they suffer in their lives, you really have to have a tremendous network for gathering information. We want to show them they’re important to us as who they are, as people.”

By focusing on others, rather than on himself, Kelleher was able to achieve a level of success that so many other leaders can only dream of. Indeed, even in retiring as CEO of the company he co-founded, he is mindful of creating the right conditions for the next CEO to find his own success.

“I deliberately decided in deference to Gary’s leadership that I should take a much lower profile. It involves, for instance, not going to a number of company events, like the chili cook-off, because I didn’t want anybody to think that I was competing for attention with our new leader,” Kelleher said.

It isn’t about Kelleher, the co-founder, the former CEO, the leader. It’s about everybody else.

Through a genuine, honest, and persistent commitment to serving and uplifting others, Kelleher was able to create a culture of success that far outpaced any of his peers.

Kelleher’s example illustrates the power of servant leadership.

## MODULE FIVE

# LEADERSHIP DEVELOPMENT



### INSIGHT

In his 2008 book, *The Case for Servant Leadership*, Kent M. Keith points out, “Leaders in the power model are so focused on fighting rival power factions, that they have little time to focus on problems that need to be solved or opportunities that need to be seized. And without that focus, organizations and communities don’t move forward.”

More than that, this idea forms the core message of Phi Kappa Theta Fraternity’s mission: ***Phi Kappa Theta actively develops men to be effective leaders who passionately serve society, Fraternity, and God.***

We are leaders who passionately serve.



### INSIGHT

#### **The Founder of Servant Leadership**

In 1970, the modern Servant Leadership movement was launched by Robert K. Greenleaf and has since then become a cornerstone for leadership in the most successful businesses, communities, and organizations in the history of the world. His essay, *The Servant as Leader*, is what started it all. Here is an excerpt from that essay:

#### **The Servant As Leader**

“The difference manifests itself in the care taken by the servant-first to make sure that other people’s highest priority needs are being served. The best test, and difficult to administer, is: Do those served grow as persons? Do they, while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants? And, what is the effect on the least privileged in society? Will they benefit or at least not be further deprived?”

A servant-leader focuses primarily on the growth and well-being of people and the communities to which they belong. While traditional leadership generally involves the accumulation and exercise of power by one at the “top of the pyramid,” servant leadership is different. The servant-leader shares power, puts the needs of others first and helps people develop and perform as highly as possible.

# LEADERSHIP DEVELOPMENT




## INSIGHT

The Robert K. Greenleaf Center for Servant Leadership identifies seven Key Practices of Servant-Leaders.

- 1. Self-Awareness:** Each of us is the instrument through which we lead. If we want to be effective servant-leaders, we need to be aware of who we are and how we impact others.
- 2. Listening:** By listening, servant-leaders are able to identify the needs of their colleagues and customers. That puts them in a good position to meet those needs. When they do, their organizations are successful.
- 3. Changing the Pyramid:** The traditional hierarchy—the pyramid—makes it hard to listen well. People may look up at their bosses and not out at their customers.
- 4. Developing Your Colleagues:** Developing colleagues includes education, training, new experiences, new responsibilities, and new jobs. Individual development plans can be used to make sure that each employee's development is supported and accomplished.
- 5. Coaching, Not Controlling:** A good way to develop people is through coaching and mentoring. Every organization needs rules and regulations, but you don't bring out the best in people by focusing on control. You bring out the best in people by engaging, inspiring, coaching, and mentoring them.
- 6. Unleashing the Energy & Intelligence of Others:** Once people are developed and coached, they can be unleashed to make their fullest contribution to the organization.
- 7. Foresight:** If you aren't exercising foresight, you really aren't leading, you are just reacting. And if you are just reacting, you may run out of options, and start making bad decisions—including unethical ones. A failure of foresight can put an organization in a bad situation that might have been avoided.

# MODULE FIVE

## LEADERSHIP DEVELOPMENT

 **ASSESS**

What are a few examples of times when others have looked at you and saw your greatest potential? How did that experience impact you and your ability to perform in that situation?

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What are three opportunities for you to look at others and give of yourself so they can reach their greatest potential?

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Which of seven Key Practices of Servant-Leaders offer you the greatest opportunities for developing your leadership?

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### What is Socially Responsible Leadership?

Above all, leadership is a process, not a position. In other words, being a leader is something you do, not something you are. It is possible to have a leadership position or title, without being a leader in the truest sense of the word. On the other hand, it also is possible not to have a leadership position, but to demonstrate the highest levels of leadership. In this way, each and every one of us can be leading all of the time, whether we possess a leadership position or not. Likewise, leadership development is a continuous lifelong process. True leaders will always be looking for opportunities to improve their leadership performance, and in that process continue improving their groups and communities.

The Social Change Model of Leadership Development was created by the Higher Education Research Institute (HERI) at the University of California, Los Angeles (UCLA) in 1993 and continued to be developed by highly respected leadership educators and writers, Susan R. Komives, Wendy Wagner, and associates in 2009 in their book, *Leadership for a Better World: Understanding the Social Change Model of Leadership Development*.

The Social Change Model brilliantly describes the interaction of an individual, their group, and their community in facilitating social change while also developing the individual's leadership capacities and growing the group's potential. It is the interaction of these three levels (Individual, Group, Community) with each of the other levels that causes the growth and development of each entity involved. The individual grows based on their involvement in and response from the group and the community, the group grows based on the contributions of the individual and the response from the community, and so on.

According to the Social Change Model, leadership is:

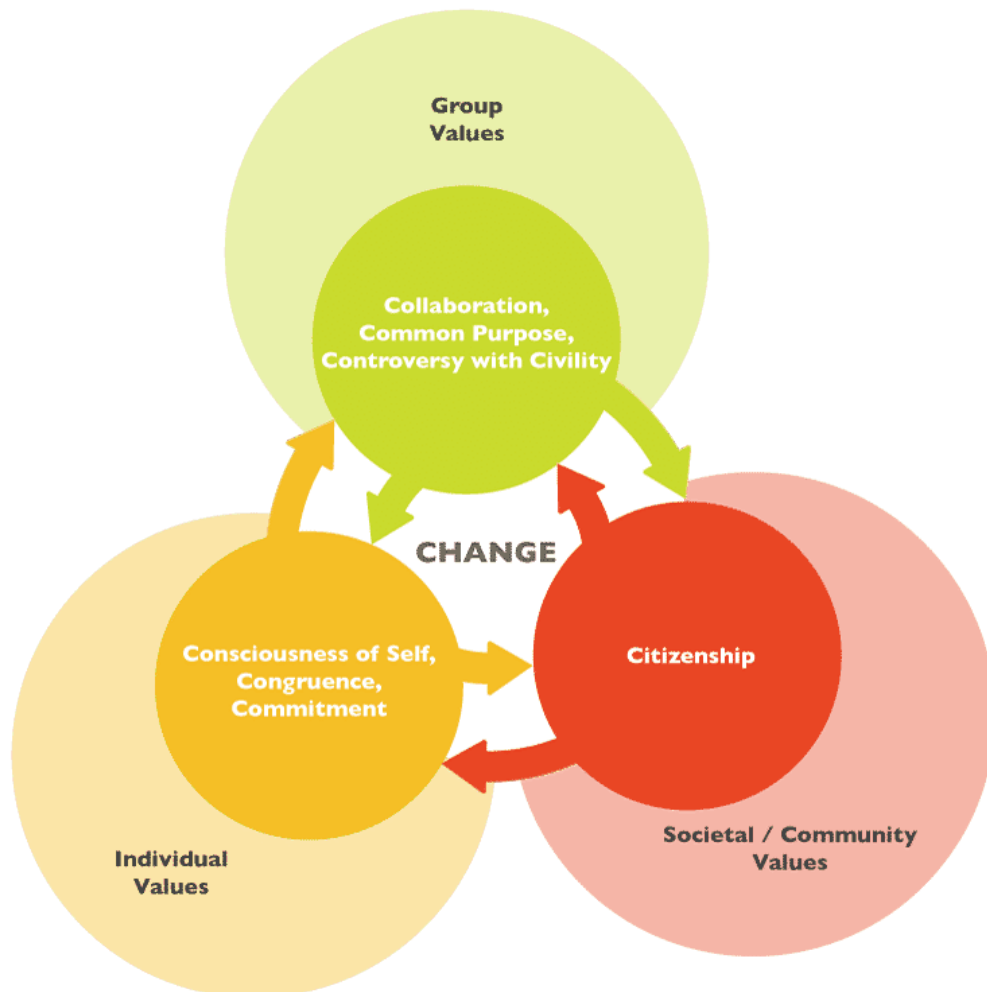
- Socially responsible
- Collaborative
- Processional, not positional
- Inclusive and accessible to all people
- Values-based
- Oriented around facilitating change

# MODULE FIVE

## LEADERSHIP DEVELOPMENT

Socially responsible leadership embodies the values of serving the public good even if an organization's mission does not directly serve the public good. It is an approach to leadership that is collaborative and inclusive. Socially responsible leadership involves the awareness of how a "group's actions and decisions affect others" (*Leadership for a Better World*, p. 33).

Each of the three levels possesses one to three of the seven critical values, also called the "7 C's" of the Social Change Model.



Source: Socially Responsible Leadership Scale Online, <https://srls.umd.edu/>

# LEADERSHIP DEVELOPMENT



## INSIGHT

Here's a list of the three levels with one to three of the seven critical values:

### Level: Individual Values

- **Consciousness of self:** Awareness of the beliefs, values, attitudes, and emotions that motivate one to take action.
- **Congruence:** Thinking, feeling, and behaving with consistency, genuineness, authenticity, and honesty.
- **Commitment:** Motivational energy to serve and drive the collective effort. Commitment implies passion, intensity, and duration.

### Level: Group Values

- **Collaboration:** Working with others in a common effort. Collaboration constitutes the cornerstone value of the group leadership effort because it empowers self and others through trust.
- **Common purpose:** Working with shared aims and values. Common purpose facilitates the group's ability to engage in collective analysis of the issues at hand and the task to be undertaken.
- **Controversy with civility:** Recognizes two fundamental realities of any creative group effort—differences in viewpoint are inevitable and these differences must be aired openly, but with respect.


### Level: Community Values

- **Citizenship:** Process whereby the individual and the collaborative group become responsibly connected to the community and the society through the leadership development activity.

*Source: Socially Responsible Leadership Scale Online, <https://srls.umd.edu/>*

# MODULE FIVE

## LEADERSHIP DEVELOPMENT

 **ASSESS**

How will you demonstrate Consciousness of self as a member of Phi Kappa Theta Fraternity?

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How will you demonstrate Congruence as a member of Phi Kappa Theta?

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How will you demonstrate Commitment as a member of Phi Kappa Theta?

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By demonstrating Consciousness of self, Congruence, and Commitment as a member of Phi Kappa Theta, how will you develop ethical, values based leader?

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### How Can You Practice Socially Responsible Leadership?

Johnson & Johnson, the makers of Tylenol, once faced one of the greatest threats any company can face, and they rose to the challenge of that threat by digging deep into their core values and their past.

The company's nightmare began when a Chicago news reporter called asking for a response to a Chicago medical examiner's press conference earlier that day saying that people were dying from poisoned Tylenol.

In the space of a few days, starting September 29, 1982, seven people died in the Chicago area after taking cyanide-laced capsules of Extra-Strength Tylenol, the painkiller that was far and away the drugmaker's best-selling product. More than that, it was one of the company's most trusted products.

Marketers predicted that the Tylenol brand, which accounted for 17 percent of the company's net income in 1981, would never recover from the sabotage. But that prediction never came true.

Tylenol's market share spiked from 33 percent before the emergency to 48 percent just 90 days after Johnson & Johnson responded. Consumer trust in Tylenol increased three-fold compared to the period of time before the crisis, providing evidence of restored confidence in the brand.

What led to this remarkable comeback?

"We responded from our values," said Larry Foster, Corporate Vice President of Public Relations at Johnson & Johnson.

Those values were espoused by Robert Wood Johnson, a member of the company's founding family, in 1943, nearly forty years before this crisis. The very first sentence of the company's credo reads, "We believe our first responsibility is to the doctors, nurses and patients, to mothers and fathers and all others who use our products and services," and the company's leaders grounded themselves in those values before responding.

## MODULE FIVE

# LEADERSHIP DEVELOPMENT

“Before 1982, nobody ever recalled anything,” said Albert Tortorella, a managing director at Burson-Marsteller Inc., the New York public relations firm that advised Johnson & Johnson. “...companies often fiddle while Rome burns.” said Tortorella.

In demonstrating its responsibility to all the customers who used its products, Johnson & Johnson recalled every one of its products from every shelf in every store, not only in Chicago, and not only in the Midwest, but nationwide.


Not only that, the company actively discouraged people from buying or using any Tylenol products. Through these actions, Johnson & Johnson proved that it would not risk people’s safety, even if it cost the company millions of dollars.

Then, in order to rebuild the trust it had lost when thousands of news stories nationwide that week had amplified fear, mistrust, and panic, Johnson & Johnson’s leaders reached back to their values and invested the resources and time to revolutionize the packaging of their products, introducing a new triple safety seal packaging that included a glued box, a plastic sear over the bottle’s neck, and a foil seal over its mouth.

In both the response to the crisis and the product’s return to the market, the company put its long-established values first, rather than seeking to minimize the problem.

# MODULE FIVE

## LEADERSHIP DEVELOPMENT

 **ASSESS**

In what ways were the 3 C's of the Individual Level of the Social Change Model (Consciousness of self, Congruence, Commitment) evident in the Johnson & Johnson/Tylenol recall story?

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In what ways were the 3 C's of the Group Level (Collaboration, Common purpose, Controversy with civility) evident in the Johnson & Johnson/Tylenol recall story?

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In what ways was Citizenship, a core value at the Community level, evident in the Johnson & Johnson/Tylenol recall story?

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### Learn from Failures & Setbacks

At some time in your leadership journey, and even more likely multiple times in that journey, you will fail. All of us do. Failure is an inevitable, yet oftentimes uncomfortable and unwelcome companion for leaders. When you encounter failure, you may lash out and react with strong emotions. You may blame others for your failures. You might claim small wins or moral victories, settling for less than the heights of your original vision. You may even rename your failures with euphemisms and platitudes. All of us do some of these things just to make the demoralizing, discomfiting, and otherwise distasteful experience of failure more acceptable and tolerable.

But the truth is, every single one of us will fall flat on our faces from time to time. It's painful; it stings. But if we fail the right way, it also will stick with us.

Failures ache and burn, but they also linger. Those let-downs can teach you in ways that success never will. Those setbacks become the hard-earned lessons you carry with you long after the memories of your triumphs fade. Mistakes are the forge by which you become a smarter and stronger leader.

When failure inevitably finds you, you must find the growth and lesson contained therein.


Hal Gregersen, executive director of the MIT Leadership Center and author of *Questions are the Answer: A Breakthrough Approach to Your Most Vexing Problems at Work and in Life*, has interviewed some of the most successful leaders in the world today, including Jeff Wilke, CEO of Amazon Worldwide Consumer. In Gregersen's book, Wilke describes those intense moments of adversity and failure, which he calls, "crucibles."

"If you never ask questions and you never experience anything new and you never enter any crucibles, your model becomes stale. You don't really build any new awareness of the world. But if you seek out things that you don't know, and you have the courage to be wrong, to be ignorant—to have to ask more questions and maybe be embarrassed socially—then you build a more complete model, which serves you better in the course of your life."




# MODULE FIVE

## LEADERSHIP DEVELOPMENT

 **INSIGHT**

The way to embrace failures and setbacks, Gregersen says, is to do it more often, such as learning a new craft, language, or technical skill, or expose yourself to ideas and perspectives you don't agree with (and try to empathize with those perspectives). As John A. Shedd once said, "A ship in harbor is safe, but that is not what ships are built for." In leadership, it is easy to stay in your comfort zone, as well, but that is not what leaders are made for.

 **ASSESS**

Sir Winston Churchill, Prime Minister of the United Kingdom, who helped lead the Allied forces to victory in World War II, said, "Success is not final, failure is not fatal: it is the courage to continue that counts." In what areas of your life have you failed?

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How have you grown and learned through those experiences? How have you become a stronger person as a result of those times when you have failed or struggled?

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What does it mean to you to be a "leader who passionately serves?" What would it look like if you embodied this principle every day?

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# MODULE FIVE

## LEADERSHIP DEVELOPMENT

### PLAN

The three goals for your **Leadership Development** listed at the beginning of this section are to empower you to:

1. Inspire and serve others (Servant Leadership)
2. Demonstrate socially responsible leadership (Social Change Model of Leadership Development)
3. Learn from failures and setbacks (Discomfort and failure as necessary parts of leadership)

What are three ways in which you can demonstrate Servant Leadership?

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What are two ways in which you can engage in socially responsible leadership?

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What is one way in which you can embrace discomfort and failure?

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## MODULE FIVE

# LEADERSHIP DEVELOPMENT



### EXECUTE

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.***

In the last four modules, we have intentionally engaged your Spiritual Development, Intellectual Development, Social Development, and Leadership Development. After reading Module 6 you will begin an Individual Capstone project in Module 7, in which you will reflect on and showcase your development across the five areas of development. In our lives, we grow and develop in those times when we are challenged.

There is no growth in the comfort zone, and there is no comfort in the growth zone.

Consider the activities, student groups, and volunteer opportunities available at your campus and in your community, particularly any of those that may be challenging for you or outside of your comfort zone.

Choose one of those opportunities to participate in.






# MODULE FIVE

## LEADERSHIP DEVELOPMENT

### WORKSHEET PART 1 OF 2

 **EVALUATE**

On the scale of 1 (low) to 10 (high), how would you score yourself for each of the seven critical values as described by the Social Change Model of Leadership Development?

**Individual Values**

- **Consciousness of self:** Awareness of the beliefs, values, attitudes, and emotions that motivate one to take action.

Self:                                    1 2 3 4 5 6 7 8 9 10  
Team:                                   1 2 3 4 5 6 7 8 9 10

- **Congruence:** Thinking, feeling, and behaving with consistency, genuineness, authenticity, and honesty.

Self:                                    1 2 3 4 5 6 7 8 9 10  
Team:                                   1 2 3 4 5 6 7 8 9 10

- **Commitment:** Motivational energy to serve and drive the collective effort. Commitment implies passion, intensity, and duration.

Self:                                    1 2 3 4 5 6 7 8 9 10  
Team:                                   1 2 3 4 5 6 7 8 9 10

## MODULE FIVE

# LEADERSHIP DEVELOPMENT

## WORKSHEET PART 2 OF 2



### EVALUATE

On the scale of 1 (low) to 10 (high), how would you score yourself for each of the remaining critical values as described by the Social Change Model of Leadership Development?

#### Group Values

**Collaboration:** Working with others in a common effort. Collaboration constitutes the cornerstone value of the group leadership effort because it empowers self and others through trust.

Self: 1 2 3 4 5 6 7 8 9 10

Team: 1 2 3 4 5 6 7 8 9 10

**Common purpose:** Working with shared aims and values. Common purpose facilitates the group's ability to engage in collective analysis of the issues at hand and the task to be undertaken.

Self: 1 2 3 4 5 6 7 8 9 10

Team: 1 2 3 4 5 6 7 8 9 10

**Controversy with civility:** Recognizes two fundamental realities of any creative group effort—differences in viewpoint are inevitable and these differences must be aired openly, but with respect.

Self: 1 2 3 4 5 6 7 8 9 10

Team: 1 2 3 4 5 6 7 8 9 10

#### Community Values

**Citizenship:** Process whereby the individual and the collaborative group become responsibly connected to the community and the society through the leadership development activity.

Self: 1 2 3 4 5 6 7 8 9 10

Team: 1 2 3 4 5 6 7 8 9 10



# FRATERNAL DEVELOPMENT

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## 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

# MODULE SIX

## MODULE SIX

# FRATERNAL DEVELOPMENT

 **ASSESS**

How did you score yourself for Fraternal 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 Fraternal Development?

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

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

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# FRATERNAL DEVELOPMENT



## 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.

## MODULE SIX

# FRATERNAL DEVELOPMENT

**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.

## MODULE SIX

# FRATERNAL DEVELOPMENT



### INSIGHT

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.

# MODULE SIX

## MODULE SIX

# FRATERNAL DEVELOPMENT

 **ASSESS**

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

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

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

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

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# MODULE SIX

## MODULE SIX

# FRATERNAL DEVELOPMENT

 **ASSESS**

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

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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?

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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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## MODULE SIX

# FRATERNAL DEVELOPMENT



### INSIGHT

#### **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.



## MODULE SIX

# FRATERNAL DEVELOPMENT



### INSIGHT

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.

# MODULE SIX

## MODULE SIX

# FRATERNAL DEVELOPMENT

 **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.

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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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## MODULE SIX

# FRATERNAL DEVELOPMENT



### INSIGHT

#### 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.

## MODULE SIX

# FRATERNAL DEVELOPMENT



### INSIGHT

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.

# FRATERNAL DEVELOPMENT



## INSIGHT

### 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.

## MODULE SIX

# FRATERNAL DEVELOPMENT



### INSIGHT

**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.



# MODULE SIX

## MODULE SIX

# FRATERNAL DEVELOPMENT

 **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?

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**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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## MODULE SIX

# FRATERNAL DEVELOPMENT



### INSIGHT

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.

# MODULE SIX

## MODULE SIX

# FRATERNAL DEVELOPMENT

 **ASSESS**

What does it mean to commit to an organization? Consider how that commitment reflects the organization's brotherhood, ideas, mission, and vision?

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Over the past six modules, you have learned about the history, mission, and vision of Phi Kappa Theta Fraternity, as well as our Five Areas of Development: Spiritual, Intellectual, Social, Leadership, and Fraternal.

How will you make a lifelong commitment to Phi Kappa Theta, and how does that commitment reflect what you have learned about Phi Kappa Theta?

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# MODULE SIX

## MODULE SIX

# FRATERNAL DEVELOPMENT

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				

# MODULE SIX

## MODULE SIX

# FRATERNAL DEVELOPMENT

 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

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### Intellectual

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# MODULE SIX

## MODULE SIX

# FRATERNAL DEVELOPMENT

 EXECUTE

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

### Social

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### Leadership

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### Fraternal

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# INDIVIDUAL CAPSTONE

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# MODULE SEVEN

## REVISITING YOUR FIVE AREAS

### MODULE SEVEN



#### INTRODUCTION

At the very beginning of your new member experience, we invited you to join us as an equal in co-creating that experience while actively engaging you in our **Five Areas of Development**: *Spiritual, Intellectual, Social, Leadership, and Fraternal*.

Now is your opportunity to reflect on and showcase your development across these five areas through your Individual Capstone project. It is not our expectation that you are now a finished product as a leader or as a person. Instead, it is our intention that your new member experience is just the beginning of your lifelong journey of continuous self-improvement.



#### INTROSPECTION

##### **Spiritual Development**

In Module 2 – Spiritual Development, we discussed the ideas of mission and vision, and we challenged you to consider your talents, the needs of the world, and where your talents and what the world needs intersect. In the module's Plan activity, you identified one way you could use your talents to address what your campus or your community needs. In the module's Execute task, you did that one thing.

##### **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.



#### ASSESS

After investing in the last six modules increasing your knowledge and refining your skills, how would you score yourself for Spiritual Development on the scale of 1 (low) to 10 (high)?

Spiritual Development (in Module 1):	1	2	3	4	5	6	7	8	9	10
Spiritual Development (Present):	1	2	3	4	5	6	7	8	9	10



# MODULE SEVEN

## REVISITING YOUR FIVE AREAS

### MODULE SEVEN

What is one highlight or story you can share that shows how you have grown in your Spiritual Development through your new member experience?

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### INTROSPECTION

#### Intellectual Development

In Module 3, the focus was on Intellectual Development. The goals for that module were to equip you for academic success, ignite a desire for lifelong learning, and to help you in finding your career fit. For the Plan activity, you created a weekly schedule to accommodate your classes, study groups, and work, as well as a plan for studying and learning actively over time. In that module, your Execute task was to conduct an informational interview to learn about a career, company, or industry.

#### End State:

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.

### ASSESS

After investing in the last six modules increasing your knowledge and refining your skills, how would you score yourself for Intellectual Development on the scale of 1 (low) to 10 (high)?

Intellectual Development (in Module 1):	1	2	3	4	5	6	7	8	9	10
Intellectual Development (Present):	1	2	3	4	5	6	7	8	9	10

# MODULE SEVEN

## REVISITING YOUR FIVE AREAS

### MODULE SEVEN

What is one highlight or story you can share that shows how you have grown in your Intellectual Development through your new member experience?

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### INTROSPECTION

#### Social Development

We challenged you to foster your Social Development in Module 4 of your new member experience, which included the goals to: Gain insights into how you perceive others, and how you are perceived by others, illuminate the nature of groups and organizations, and showcase different roles that are needed in groups and organizations. The Plan activity asked you to identify three strategies you could implement to enhance your Emotional Intelligence (EQ) and three strategies to improve your Social Intelligence (SQ), and you then followed through on two of those strategies, one each for EQ and SQ, for the Execute task.

#### End State:

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.

### ASSESS

After investing in the last six modules increasing your knowledge and refining your skills, how would you score yourself for Social Development on the scale of 1 (low) to 10 (high)?

Intellectual Development (in Module 1):	1	2	3	4	5	6	7	8	9	10
Intellectual Development (Present):	1	2	3	4	5	6	7	8	9	10

# MODULE SEVEN

## REVISITING YOUR FIVE AREAS

### MODULE SEVEN

What is one highlight or story you can share that shows how you have grown in your Social Development through your new member experience?

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### INTROSPECTION

#### Leadership Development

In Module 5 – Leadership Development, we discussed Servant Leadership and the Social Change Model of Leadership Development, using those leadership models to empower you as a leader who inspires and serves others, demonstrates socially responsible leadership, and learns from failures and setbacks. In the module's Plan activity, you considered three ways you could demonstrate Servant Leadership, two ways to engage in socially responsible leadership, and one way to embrace discomfort and failure.

#### End State:

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.

### ASSESS

After investing in the last six modules increasing your knowledge and refining your skills, how would you score yourself for Leadership Development on the scale of 1 (low) to 10 (high)?

Leadership Development (in Module 1):	1	2	3	4	5	6	7	8	9	10
Leadership Development (Present):	1	2	3	4	5	6	7	8	9	10

# MODULE SEVEN

## REVISITING YOUR FIVE AREAS

What is one highlight or story you can share that shows how you have grown in your Leadership Development through your new member experience?

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### INTROSPECTION

#### **Fraternal Development**

Finally, the focus in the last module was on Fraternal Development. The goals for your Fraternal Development through your new member experience are to challenge you to commit to a journey of lifelong brotherhood, connect you to a network of collegiate and alumni members, and embrace responsibility for your Brothers, your community, and society. In the Plan activity, you considered the Seasons of a Life and created a first draft for how you can continue your journey with Phi Kappa Theta throughout your life. In the Execute task, you created a specific plan for continuing your growth in the Five Areas of Development, beginning with the completion of your new member experience.

#### **End State:**

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.

### ASSESS

After investing in the last six modules increasing your knowledge and refining your skills, how would you score yourself for Fraternal Development on the scale of 1 (low) to 10 (high)?

Fraternal Development (in Module 1):	1	2	3	4	5	6	7	8	9	10
Fraternal Development (Present):	1	2	3	4	5	6	7	8	9	10

# MODULE SEVEN

## REVISITING YOUR FIVE AREAS

What is one highlight or story you can share that shows how you have grown in your Fraternal Development through your new member experience?

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### ASSESS

List the highlight or story you chose for each of the Five Areas of Development, as well as the difference in scores for each of the areas from the first module to now.

**Spiritual Development:**

Score Difference for Spiritual Development (from \_\_\_ to \_\_\_):

**Intellectual Development:**

Score Difference for Intellectual Development (from \_\_\_ to \_\_\_):

**Social Development:**

Score Difference for Social Development (from \_\_\_ to \_\_\_):

**Leadership Development:**


Score Difference for Leadership Development (from \_\_\_ to \_\_\_):

**Fraternal Development:**

Score Difference for Fraternal Development (from \_\_\_ to \_\_\_):

# MODULE SEVEN

## INDIVIDUAL CAPSTONE

 **PLAN**

Look at what you were able to accomplish and the ways in which you have grown in the last six modules. What could you accomplish in the next six months? The next six years? Or a lifetime?

Reflect on the feedback and suggestions you received from your Big Brother/Alumnus Mentor on your plan for continuous self-improvement. Organize the plan you developed in the last module for continuing your growth in the context of the Five Areas of Development.

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

Which area of development are you most excited about in improving? Why?

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## MODULE SEVEN

# EVALUATE TOGETHER



## EVALUATE

Meeting with Big Brother/Alumnus Mentor:

(If the Individual Capstone project is not delivered to  
or recorded by a Big Brother/Alumnus Mentor.)

- Over a lifetime, mentorships end for many reasons; because circumstances change, people move, interests change, etc. With the coming end of your new member experience, your formal relationship with your Big Brother/Alumnus Mentor also will draw to a close. In your last meeting, discuss the below questions for your last Evaluate meeting:
  1. What have you learned from your time with your Big Brother/Alumnus Mentor?
  2. What are your plans for continuing your growth in the Five Areas of Development?
  3. What “parting advice” does your Big Brother/Alumnus Mentor have for you?
  4. What kind of ongoing support is your Big Brother/Alumnus Mentor prepared to provide?





# GROUP CAPSTONE

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## MODULE EIGHT

# GROUP CAPSTONE



## INTRODUCTION

Although you are on the verge of your initiation into Phi Kappa Theta Fraternity as a full member of our organization, the Group Capstone project this week serves as a reminder that, just as Phi Kappa Fraternity and Theta Kappa Phi Fraternity came together as equals on April 29, 1959, so too you are entering into the organization on equal footing with every member of our organization.

The Group Capstone project, an immersive, hands on experience in which every member of your chapter will participate, represents your equal status in the organization. Over the last seven weeks, you and your fellow New Members have carefully considered the most important principles of Phi Kappa Theta, and together you have crafted the Group Capstone project, which will make our mission real and relevant in the world, to ***passionately serve society, Fraternity, and God***. The goal is to create a challenging, meaningful, and positive service experience for the whole chapter.

We take the power and purpose of the Group Capstone very seriously. For this reason, the implementation of the project follows initiation, where it can be executed with care and thoughtfulness. The chapter's officers will attempt to follow through on every detail of the Group Capstone proposal and will make changes only when absolutely necessary. We want to honor your vision for passionately serving society, Fraternity, and God, while also recognizing all of the work you have done.

## MODULE EIGHT

# GROUP CAPSTONE



### ASSESS

Describe how the Group Capstone contributes to the fulfillment of Phi Kappa Theta Fraternity's mission: *Phi Kappa Theta actively develops men to be effective leaders who passionately serve society, Fraternity, and God.*

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In what ways did you contribute to the creation of the Group Capstone project? In particular, consider your contributions as they may relate to the **Five Areas of Development**: *Spiritual, Intellectual, Social, Leadership, and Fraternal.*

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## MODULE EIGHT

# GROUP CAPSTONE



### PLAN

What is your role in the presentation of the Group Capstone project?

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How will you know that the presentation has been successful?

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How will you know that the project as a whole has been successful?

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What will you do to make sure the Group Capstone is fully implemented?

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### EXECUTE

Deliver the presentation. Execute the Group Capstone as planned.