

ASSOCIATE MEMBER EDUCATION ACTIVITY GUIDE

CHAPTER THREE: PERSONAL RESPONSIBILITY



THE BASICS

PHILOSOPHY OF THE ORGANIZATION REGARDING HAZING

Pi Kappa Phi Fraternity is a values-based membership development organization that focuses on building brotherhood through character enhancement, leadership development, academic achievement, commitment to service, lifelong friendship and social experiences. The Fraternity's purpose and aim is to promote fellowship and mutual trust among its members, and Pi Kappa Phi fundamentally believes hazing prevents individual members and chapters from exemplifying these characteristics of brotherhood.

Striving to be a responsible member of the higher education community, Pi Kappa Phi is highly concerned about any activity that could be considered mentally, physically, or emotionally unsafe. Our Fraternity believes very strongly in the betterment of men through our chapters. Our organization upholds the following philosophy specifically related to hazing:

- The Fraternity is unequivocally opposed to all acts of hazing and expects our members to follow the laws across the United States that have made hazing illegal.
- As an organization founded on the principles of friendship, the Fraternity expects that all members treat each other with dignity and respect, regardless of their membership classification or level of seniority within the organization.
- The Fraternity supports and enhances the mission of the institutions where we are present through application of relevant student development theories.
- As a subset of the campus community, the Fraternity collaborates with the host institution to address the problem of hazing.
- The Fraternity works to address the underlying causes of hazing, and not simply the observable behaviors. As such, Pi Kappa Phi utilizes a comprehensive educational approach that reinforces the Fraternity's concern for human dignity and mutual respect among its members.
- Through education, training, and mature adult guidance, we provide the tools to help students make good choices, and to understand the consequences of their choices. The organization will hold chapters and individual chapter members accountable for the choices they make.
- The Fraternity expects personal responsibility from its members and accountability through local self governance within the boundaries established by Pi Kappa Phi's Constitution, Supreme Laws, and National Council policies.
- The Fraternity follows a consistent and progressive discipline strategy with our chapters. When a member or subordinate chapter is unable to conform to the expectations of Pi Kappa Phi, however, the conduct process may determine that they should no longer share in the privilege of participating in the Fraternity.
- We are concerned for the safety, well being, and dignity of our members.

PI KAPPA PHI FRATERNITY RISK MANAGEMENT POLICY

No chapter, associate chapter, student, alumnus, or volunteer shall conduct nor condone hazing activities. Permission or approval by a person being hazed is not a defense. Hazing activities are defined as:

"Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks, quests, treasure hunts, scavenger hunts, road trips, or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel that is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities that are not consistent with academic achievement; fraternal law, ritual, or policy; the regulations and policies of the educational institution; or applicable state law."

THE WHITE DIAMOND: A GUIDE TO BROTHERHOOD

First authorized for publication by the 1936 Supreme Chapter, *The White Diamond* has served as a guide to brotherhood for generations of Pi Kappa Phi's associate members. In 1990, T.J. Sullivan, Alpha Psi (Indiana), wrote and designed what many modern-day Pi Kapps know as *The White Diamond*. Since then, *The White Diamond* has undergone a series of updates and revisions. This most recent revision reflects a commitment by the Fraternity to continue publishing a cutting edge guide to brotherhood for associate members.

At the 54th Supreme Chapter in Atlanta, the student delegates adopted a public values statement for the Fraternity centered on the values espoused in our Student Creed – commitments that both undergraduate members and alumni make in order to truly realize the vision of our founders. The 2016 edition of *The White Diamond* is organized around each of the values: Common Loyalty, Personal Responsibility, Achievement, Accountability, Campus Involvement, Responsible Citizenship, and Lifelong Commitment. **Each week of the chapter's associate member education program is intended to correspond to a chapter of *The White Diamond*, and the chapters are intentionally ordered to create an effective associate member education experience.**

HOW TO USE THIS GUIDE

Each Associate Member Education Activity Guide corresponds to a chapter of the 2016 edition of *The White Diamond*. The guide contains a number of suggested activities to assist the Warden, Chaplain, and Associate Member Education Committee in planning the chapter's associate member education program.

In order to develop a successful associate member education program, the Warden, Chaplain, and Associate Member Education Committee should:

1. Review the activities contained in this guide.
2. Determine which activities, homework assignments, projects, and subordinate rituals to include in the associate member education program.
3. Complete the Topics and Assignments on the Associate Member Education Syllabus Template for the corresponding week in the associate member education program.
4. Complete the Core Concepts/Topics to Discuss, Activities, Subordinate Rituals, and Associate Member Assignments sections of the Associate Member Education Lesson Plan.
5. Submit a copy of the Associate Member Education Syllabus and Associate Member Education Lesson Plan to the Chapter Advisor, Leadership Consultant, and Director of Member Education for review.

STAFF CONTACT INFORMATION

For more information about Pi Kappa Phi's associate member education resources, contact:

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OVERVIEW OF THE WEEK

Recommended Amount of Meeting Time: 1.5 hours

Goals for the Week:

- Review the expectations of membership.
- Compare and contrast personal values with the values of Pi Kappa Phi Fraternity.

Recommended Activities:

- What Are Values? (10 minutes) - pg. 5
- Life Values Inventory (15 minutes) - pg. 7
- Values Clarification Worksheet (15 minutes) - pg. 8
- Personal Branding (10 minutes) - pg. 9
- Pi Kappa Phi's Values (15 minutes) - pg. 10
- You Are Always Wearing Your Letters (15 minutes) - pg. 12
- Personal Responsibility Debrief (5 minutes) - pg. 13

Associate Member Assignments to Complete Prior to the Meeting

- Read pages 1 and 86-105 in *The White Diamond*
- Memorize the "Student Creed"
- Complete the [Life Values Inventory](#) assessment (optional)
- Read "You Are Always Wearing Your Letters" (pages 106-109 in *The White Diamond*)

ACTIVITY KEY

ACTIVITY (amount of time)

Setup/Supplies Needed

- If any special setup is needed for the session it will be listed here
- Any supplies needed will also be listed

Section Title - amount of time (# minutes)

Questions to ask and points to make verbatim

- Notes & Instructions for facilitators

RECOMMENDED ACTIVITIES FOR THE WEEK

WHAT ARE VALUES? (10 minutes)

Setup/Supplies Needed

- Flip chart or white board

This week we will focus on Personal Responsibility. As a member of Pi Kappa Phi, you are expected to live by your personal values as well as those espoused in the fraternity's Ritual of Initiation. Brothers should demonstrate personal integrity and ultimate respect, ensuring their actions reflect positively upon every member of Pi Kappa Phi. While you do not know all the aspects within the Ritual, you will soon become familiar with the Student Creed.

At its core, Pi Kappa Phi is an organization committed to the growth of its members, both individually and collectively. The first step on this road of member development is helping our actives and associates expand their levels of self-awareness and discover, at least on a base level, what intense, personal connection each has to Pi Kappa Phi. We will start by discussing character; more specifically, our session will focus on values, and how our actions working in congruence with those values help to define character.

What are values?

- Standards by which you judge what is important to you. Another way to characterize values is that they are what an individual believes to be of worth and importance to their life (valuable).

From where do values come?

- After a few responses, move to the next question.
- Copy responses to flip chart or whiteboard

How can you identify what you value?

- Where you spend your time. Where you spend your money. What you admire in other people. Where you can lose time without realizing it. What give you energy. What compels you into action

LIFE VALUES INVENTORY (15 minutes)

Setup/Supplies Needed

- Access to each associate member's values profile
- The Life Values Inventory Online was developed to help individuals and organizations clarify their values and serve as a blueprint for effective decision-making and optimal functioning. Associate members need to complete the assessment prior to the meeting and bring their values profile with them to the meeting.
- During the meeting, walk the associate members through their values profile.

The Life Values Inventory that you completed identifies a list of what your actions indicate that you value. Let's take a few minutes to discuss what that means.

- Depending on the number of associate members, you can ask the following questions to the entire group, or break them into pairs or triads and have them discuss the answers in groups.

What is your reaction to your identified values?

When in the past month have you practiced your values (or wish you had)?

How does understanding your values impact your membership in Pi Kappa Phi?

VALUES CLARIFICATION WORKSHEET (15 minutes)

Setup/Supplies Needed

- Defining Your Values worksheets for each associate member

On your sheet are 70+ values, take time to look through the list, or think of some on your own, and underline 10 that are the most important to you.

Now from the 10 you underlined, circle the 5 most important off that list in your life.

From the 5 circled, star the 2-3 that mean the most to you.

Once your top 2-3 are highlighted, re-write them and next to each one write down the following two things:

1. Where you learned that value; and
 2. An example of how you have put that value into action within the past month.
- Have the associate members find a partner and pair and share their 2-3 most important values and their answers to the following questions:
 - Was it easy or hard to identify these values?
 - Are some values harder to put into practice than others?
 - Can you still have a value if you do not put it into practice?

Values should not be something that we simply say and then place on a shelf for safe keeping. True values are the foundations of actions. Your values exist whether you define them or not. Values are the living things that constantly help to shape experiences and our responses to those experiences.

PERSONAL BRANDING (10 minutes)

Big companies understand the importance of brands. Today, in the age of the individual, you have to be aware of your brand. You're every bit as much a brand as Nike, Coke, Pepsi, or Pi Kappa Phi.

To start thinking like your own favorite brand manager, ask yourself the same question the brand managers at Nike, Coke, Pepsi, or Starbucks ask themselves: What is it that my product or service does that makes it different?

It's time to give some serious thought and even more serious effort to imagining and developing yourself as a brand.

Start by identifying the qualities or characteristics that make you distinctive from your colleagues.

- Give associate members a few minutes to think about and write down their answers to the following questions:

What have you done lately – this week – to make yourself stand out?

What would your friends say is your greatest and clearest strength? Your most noteworthy (as in, worthy of note) personal trait?

Do you deliver your work (school, work, job, etc.) on time, every time?

Ask yourself: What do I do that adds remarkable, measurable, distinguished, distinctive value?

Ask yourself: What do I do that I am most proud of?

If you're going to be a brand, you've got to become relentlessly focused on what you do that adds value, that you're proud of, and most important, that you can shamelessly take credit for.

When you're promoting your brand, everything you do – and everything you choose not to do communicates the value and character of the brand. Everything from the way you handle phone conversations to the email messages you send to the way you conduct business in a meeting is part of the larger message you're sending about your brand.

PI KAPPA PHI'S VALUES (15 minutes)

Fraternal values are just as important as personal values. Pi Kappa Phi's esoteric values are taught to each member through our Ritual of Initiation. During this secret ceremony, we learn, in the words of our founders, the principles and ideals upon which our Fraternity was built more than a century ago.

Our Ritual is a call to action – a commitment to strive each day to live by our founding principles and work perpetually for the betterment of Pi Kappa Phi. More importantly, however, is how we publicly express our values.

Our Student Creed codifies the lessons and commitments made during our Ritual of Initiation; it is the basis for our public values statement. As our newest member, it is important that you learn these values.

- Present the Student Creed (page 1 in *The White Diamond*) using one of the following options:
 - You read the entire Creed
 - One of the associates reads the entire Creed
 - An associate reads one stanza of the Creed, another reads the next stanza, and so on until the Creed is complete.

Think beyond the simple words you see, how does this Creed inform your understanding of Pi Kappa Phi's values?

What do you understand those values to be, simply based upon the Student Creed?

- Have associate members turn to the Fraternity's public values statement on page 89 in *The White Diamond*
- Ask the associate members for a tangible example of what each of the values looks like in action as you review the Fraternity's public values statement:

To create an uncommon and lifelong brotherhood, Pi Kappa Phi calls upon each member to exhibit:

Common Loyalty - A commitment to Pi Kappa Phi that transcends any personal selfishness.

Personal Responsibility - The expectation that you live both your personal values, as well as those espoused in the Fraternity's Ritual of Initiation.

Achievement - The expectation that you find your passion and excel.

Accountability - The duty to uphold and abide by the Fraternity's standards of conduct and to use Ultimate Respect when confronting brothers who fail in their obligations to Pi Kappa Phi.

Campus Involvement - The obligation to become engaged in the college or university community.

Responsible Citizenship - The duty to lead and the privilege to serve others in order to better the world around you.

Lifelong Commitment - The obligation to remain involved in Pi Kappa Phi after graduation and to work perpetually to build the ideal fraternity.

While every man makes his share of tough decisions, you should always strive to make the choices that will do the most good for others and will do the greatest honor to your fraternity.

“YOU ARE ALWAYS WEARING YOUR LETTERS” (15 minutes)

- Show one of the “You Are Always Wearing Your Letters” video found on YouTube or have associate members turn to pages 106-109 in their *White Diamond*
- Choose 4-6 members to read parts of the piece aloud to the associate member class, one at a time.

What are your initial reactions to this piece?

What part stuck out to you the most?

What did it make you think about?

What is the main idea of T.J.’s piece?

PERSONAL RESPONSIBILITY DEBRIEF (5 minutes)

What are the three decisions you all are tasked with as you begin your journey with Pi Kappa Phi?

What decision have you made already?

What are your responsibilities as an associate member?

Which one do you think will be the most difficult?

Which responsibilities will come most naturally?

How will your decision to affiliate with Pi Kappa Phi impact your actions?

- Help the associate members grasp the connection between their values and Pi Kappa Phi's values

And as we strive to uphold our values, at times we must sacrifice personal gain for the greater good.

As we wrap-up, remember Brother Sullivan's closing in "You Are Always Wearing Your Letters:" "If we're doing fraternity right, then we'll make you a better man. If you're doing everything right, you will make us a better organization."

SUGGESTED SUBORDINATE RITUALS

- Values
- The Man in the Glass
- The Precepts of Brotherhood Public Sub-Ritual
- Student Creed
- Delta Sigma
- Founders' Memorial Service
- Burning of the Letters

Debrief

- The most important part of a sub-ritual is the debrief. It is extremely pivotal that the meaning behind each sub-ritual be discussed with the chapter. Do not assume that the members understood the lesson; talk about the lesson and have the members share their feelings and thoughts. It is during this time that true growth and development takes place. Therefore, a thorough debrief should follow EVERY subordinate ritual performed by the chapter.
- **What?**
 - What happened?
 - Dissect what happened throughout the activity, what was observed, what they were feeling, what symbols were present, etc.
- **So What?**
 - Why are these things important?
 - How do they tie back to the values of Pi Kappa Phi and the tenants of "The Student Creed?"
 - What impact do they have on individual members?
 - What impact do they have on the chapter? What impact do they have on the national fraternity?
- **Now What?**
 - What do you do now?
 - How can you apply these concepts, values, lessons, etc. outside of the sub-ritual?
 - How do they apply to your fraternity experience?
 - How do they apply to your college experience?
 - How do they apply to the real world and life after college?
 - What should they do with this lesson?