



# ASSOCIATE MEMBER GUIDE

2019



**TO THE NEWEST ASSOCIATE MEMBER  
OF OUR BELOVED FRATERNITY:**

**YOU ARE NOW PART OF WHAT  
FOUNDER L. HARRY MIXSON REFERRED TO AS THE**

**“NEVER-ENDING STREAM OF MEN...  
WHO CAME AFTER US...  
TO WHOM WE OWE  
OUR WONDERFUL PI KAPPA PHI.”**

**FULL NAME** \_\_\_\_\_

**CHAPTER** \_\_\_\_\_

**COLLEGE** \_\_\_\_\_

**PHONE** \_\_\_\_\_

**EMAIL** \_\_\_\_\_

**BIG BROTHER** \_\_\_\_\_



# WELCOME TO PI KAPPA PHI

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To the newest member of our beloved Fraternity,

Welcome to Pi Kappa Phi! I appreciate your careful thought and consideration in choosing a fraternity. The journey which you now prepare to begin has been shared by nearly 135,000 men since our humble founding in 1904. The uncommon opportunities now available to you will shape your undergraduate experience, accelerate your development as a leader, and assist you in achieving your full potential.

When I joined the Alpha Epsilon (Florida) chapter in 1976, I memorized the names of our Founders and learned the history of Pi Kappa Phi. But as I reflect back on my time as an associate member, I know that the most valuable lessons are more than just names in a book. The true lessons are taught by building meaningful relationships with other members, giving back to the community and world around you, and sharing in a tradition of exceptional leadership which dates back over 110 years.

When your time as an associate member comes to an end, will you be able to proudly say that you are better prepared to be a leader? If we do our job correctly and you take advantage of the opportunities available to you, I am confident your response will be “yes.”

And when you do say “yes” to that one simple question, the lessons learned and relationships built will stay with you for the rest of your life. Perhaps one day in the far future, you will look back on your choice to join Pi Kappa Phi as one of the best decisions of your life. I know it is one of mine.

Yours in Pi Kappa Phi,



Mark E. Timmes  
*Chief Executive Officer*

# OUR EXPECTATIONS & YOUR EXPERIENCE

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Pi Kappa Phi's associate member education program is based on the ideals espoused in the Student Creed: Common Loyalty, Personal Responsibility, Achievement, Accountability, Campus Involvement, Responsible Citizenship, and Lifelong Commitment. Embarking on this experience will take time, energy, and challenge you to reach your potential as a leader and a brother of Pi Kappa Phi.

As an organization founded on the principles of friendship, Pi Kappa Phi expects that all members treat each other with dignity and respect.

The Fraternity's aim and purpose is to promote fellowship and mutual trust among its members, and we fundamentally oppose any activity that could be considered mentally, physically, or emotionally unsafe.

Members and associate members who are aware of behavior that is inconsistent with our shared standards should contact the National Headquarters at (804) 389-4439 and ask for the Assistant Executive Director of Prevention & Accountability.

## COMMITMENTS TO PI KAPPA PHI

Additionally, Pi Kappa Phi expects each member to make time, financial, and academic commitments to the organization. You should take notes about your chapter's expectations below.

TIME COMMITMENT	FINANCIAL COMMITMENT	ACADEMIC COMMITMENT
Education Sessions:	Pre-Initiation Fee (\$100)	Minimum GPA:
Weekly Assignments:	Initiation Fee (\$210)	
Chapter Meetings:	Chapter Dues & Fees:	

## REQUIREMENTS FOR INITIATION

In addition to the fulfilling the commitments listed above, all associate members must complete Part 1 of GreekLifeEdu and the Capstone Project prior to participating in the Ritual of Initiation. Instructions for accessing GreekLifeEdu will be provided after claiming your Chapter Gateway account.

# SCHEDULE AT-A-GLANCE

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## WEEK ONE: ORIENTATION TO PI KAPPA PHI

### Education Session #1

Pre-Initiation Ceremony  
Welcome & Introductions  
Program Overview  
Setting Expectations  
Local Governance  
The Greater Fraternity  
Wrap Up

### Education Session #2

Welcome Back  
The Founding of Pi Kappa Phi  
Pi Kappa Phi Today  
Fraternity History Teach Back  
Local Chapter History  
Letter to Myself  
Wrap Up & Weekly Reflection

## WEEK TWO: LIVING OUR VALUES

### Education Session #1

Weekly Welcome  
Defining Values  
What Are My Values?  
Defining Pi Kappa Phi's Values  
Values Into Action  
Big Brother Ceremony

### Education Session #2

Welcome Back  
Leadership in Pi Kappa Phi  
Expressing My True Colors  
The Ability Experience  
Service in Action  
Wrap Up & Weekly Reflection

## WEEK THREE: ACCOUNTABILITY

### Education Session #1

Weekly Welcome  
Who Killed Justin Smith?  
Pi Kappa Phi's Risk Management Policy  
Wrap Up

### Education Session #2

Welcome Back  
Defining Accountability  
Ultimate Respect  
The Standards Board  
Living Our Code of Conduct  
Subordinate Ritual  
Wrap Up & Weekly Reflection

# SCHEDULE AT-A-GLANCE

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## WEEK FOUR: ACHIEVEMENT

### Education Session #1

Weekly Welcome  
Health & Well-Being  
Behind Happy Faces: Module One  
Mental Health Resources  
Wrap Up

### Education Session #2

Welcome Back  
Discovering Your Passion  
Academic Achievement  
Subordinate Ritual  
Wrap Up & Weekly Reflection

## WEEK FIVE: AN UNCOMMON BROTHERHOOD

### Associate Member Retreat

Travel to Retreat Location  
Challenge Course  
Challenge Course Debrief  
Brotherhood in Pi Kappa Phi  
Uncommon Opportunities  
Break  
Envisioning the Ideal Chapter  
Your Pi Kappa Phi Journey  
Subordinate Ritual  
Wrap Up & Weekly Reflection

## WEEK SIX: THE SECOND DECISION

### Education Session #1

Weekly Welcome  
The Second Decision  
The Power of an Oath  
Ritual of Initiation Pre-Brief  
Addressing Concerns  
Wrap Up & the Week Ahead

### Other Events

Candle Watch  
Capstone Project Presentation  
Ritual of Initiation  
Ritual of Initiation Lecture & Debrief





# WEEK ONE ORIENTATION TO PI KAPPA PHI

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## EDUCATION SESSION #1 (1 hour & 30 minutes)

### Meeting Agenda

- Pre-Initiation Ceremony
- Welcome & Introductions
- Program Overview
- Setting Expectations
- Local Governance
- The Greater Fraternity
- Wrap Up

### Homework (to complete before Education Session #2)

- Read the Foreword, Introduction, pages 21-29, and 66-84 of *The White Diamond: 2018 Edition*

## EDUCATION SESSION #2 (2 hours)

### Meeting Agenda

- Welcome Back
- The Founding of Pi Kappa Phi
- Pi Kappa Phi Today
- Fraternity History Teach Back
- Local Chapter History
- Letter to Myself
- Wrap Up & Weekly Reflection

### Homework (to complete before Week 2)

- Complete the Week One Reflection in your participant guide
- Complete Weekly Quiz #1
- Read pages 86-91 and 175-180 of *The White Diamond: 2018 Edition*
- Turn in the Little Brother Questionnaire

# WEEK ONE

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## FIVE EXPECTATIONS OF ALL MEMBERS

[1]

[2]

[3]

[4]

[5]

## WHO TO CONTACT

### Pi Kappa Phi National Headquarters

Brooke Kingsley Isbell  
*Assistant Executive Director of Prevention & Accountability*  
(804) 389-4439  
[bisbell@pikapp.org](mailto:bisbell@pikapp.org)

### Chapter Advisor

Name:

Phone:

Email:

### Archon

Name:

Phone:

Email:

### Warden

Name:

Phone:

Email:

### Chaplain

Name:

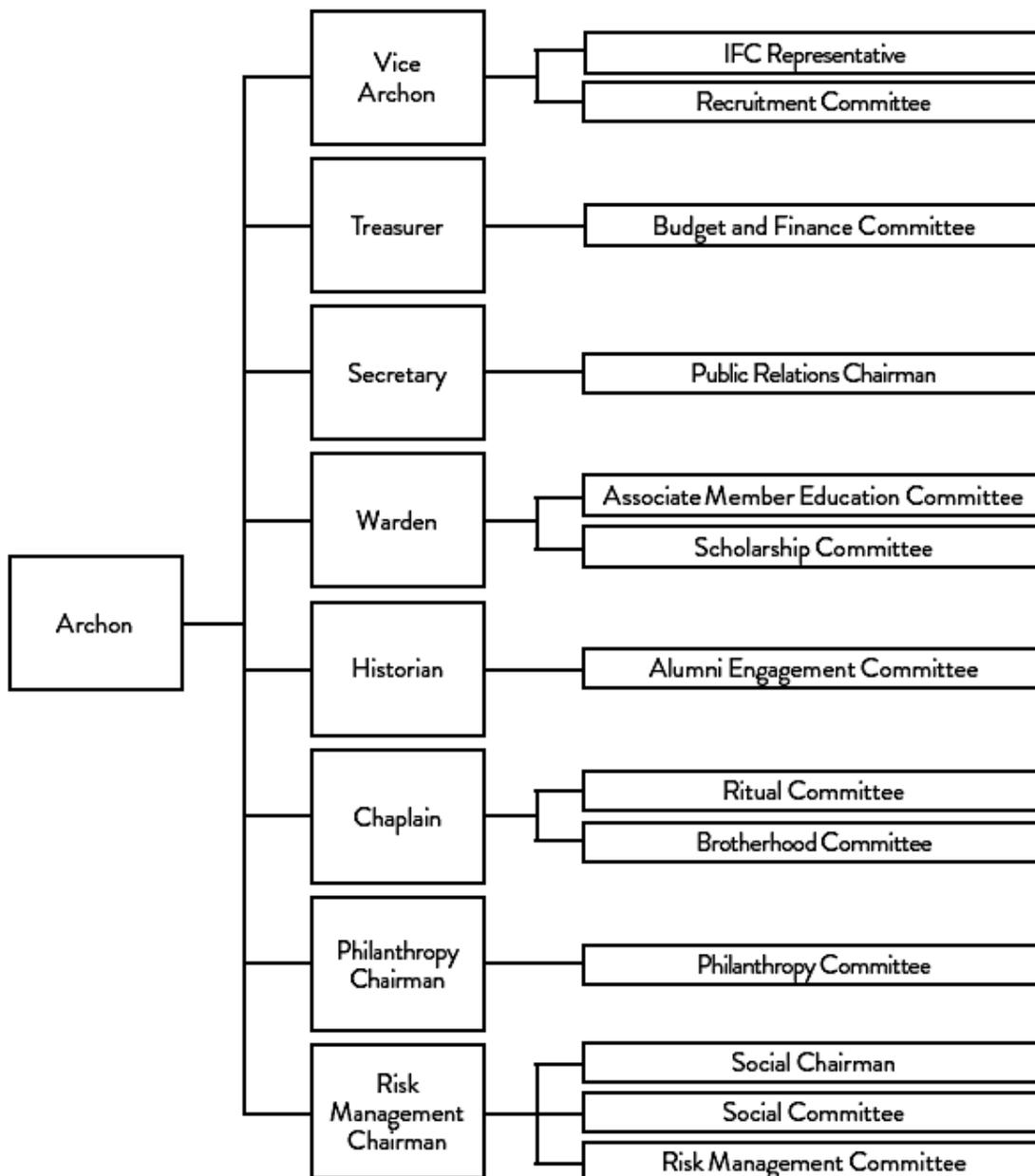
Phone:

Email:

## THE EXECUTIVE COUNCIL

“Every student chapter shall have an Executive Council, which shall be composed of the following officers in order of authority: Archon, Vice Archon, Treasurer, Secretary, Warden, Historian, and Chaplain. The chapter’s Philanthropy Chairman and Risk Management Chairman shall also serve on the Executive Council.”

(Supreme Law VI, Subdivision 2, Section 5)



# WEEK ONE

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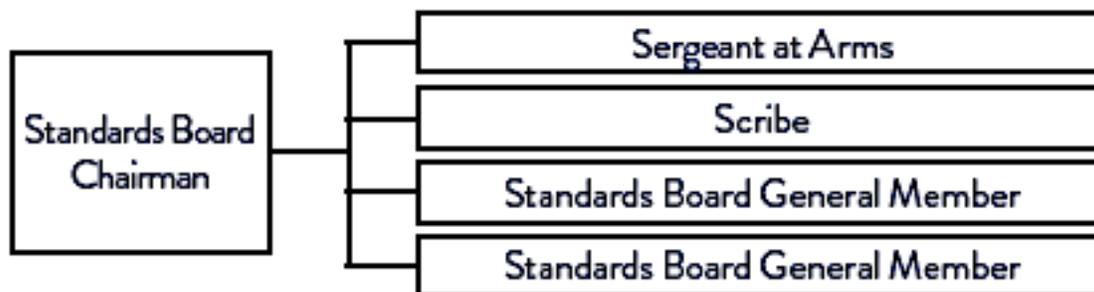
## THE STANDARDS BOARD

“Each subordinate chapter shall be required to establish a Standards Board to be used to adjudicate conduct violations of members over which it has jurisdiction.”

(Supreme Law VIII, Subdivision 10, Section 19)

“A student chapter shall create and maintain an active Standards Board consisting of at least five (5) members. Members of the Standards Board may be elected by the chapter or appointed by the chapter officers and ratified by a majority of the chapter...The Standards Board shall interpret, maintain, and enforce the standards of the chapter [and] the National Fraternity in accordance with Law VIII. The Standards Board shall personify the abstractions of true brotherhood - caring, helping, and encouraging members in order to promote personal development and prevent future violations.”

(Supreme Law XIII, Subdivision 1, Section 15)



## THE COUNCIL OF ADVISORS

“The National President, upon the recommendation of the Executive Director, shall have the authority to appoint a Chapter Advisor and may also appoint an alternate Chapter Advisor for each chapter, each of whom shall hold office for a term of two years concurrent with the National Officers or until his/her successor is appointed.”

(Supreme Law V, Subdivision 2, Section 7)

“Each student chapter shall have a Council of Advisors which shall consist at a minimum of a Chapter Advisor, Member Education Advisor, and Financial Advisor and such other positions which may be appropriate based on available volunteers...All alumni members, as well as non-members, but not students or student members, may serve in an advisory capacity.”

(Supreme Law V, Subdivision 2, Section 9)

# ORIENTATION TO PI KAPPA PHI

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## THE NATIONAL COUNCIL

Elected to govern the Fraternity between Supreme Chapter meetings, those alumni elected to the body are business and professional leaders from across the United States. The Council acts as a board of directors for the Fraternity and meets approximately three times per year in person in addition to regular teleconferences.

Seven officers compose the National Council. Make note of the positions, as well as current officers, below:

POSITION	CURRENT OFFICER	CHAPTER
National President		
National Vice President		
National Treasurer		
National Secretary		
National Historian		
National Chaplain		
National Chancellor		

In addition to the seven National Officers, there is also a student representative to the National Council. The student representative is selected from the Council of Archons in accordance with Supreme Law and serves a one-year term on the National Council.

## Current Student Representative

Name:

Chapter:

# WEEK ONE

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## HUMBLE BEGINNINGS

What was the College of Charleston like at the turn of the 20<sup>th</sup> Century?

## ENTER NU PHI: THE NON-FRATERNITY

What is the significance of Nu Phi to Pi Kappa Phi?

What happened to Nu Phi? Who were the seven loyal members? What did they go on to create?

## PI KAPPA PHI TODAY

# ORIENTATION TO PI KAPPA PHI

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## FRATERNITY HISTORY TEACH BACK

Section of history assigned to your group (associated pages of *The White Diamond* noted below):

- The American Fraternity (pages 18-21)
- The Challenges of War (pages 29-32)
- A Call to “Rebuild and Grow” (pages 32-35)
- Making of the Present (pages 35-38)
- A New Century (pages 38-41)

**What are the major events, people, dates, or concepts from your group’s section of fraternal history?**

**How will your group teach your section of fraternal history to the rest of the associate member class? What additional supplies will you need?**

**How will each member of your group assist in teaching your section of fraternal history to the rest of the associate member class?**

# WEEK ONE

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## FRATERNAL HISTORY NOTES

### The American Fraternity

### The Challenges of War

### A Call to “Rebuild and Grow”

### Making of the Present

### A New Century

## LOCAL CHAPTER HISTORY NOTES

### LETTER TO MYSELF

Writing a letter to yourself is like sealing a time capsule of you for your future self to reflect back on. Use the prompts below to guide the creation of your own letter.

Once you finish writing your letter, fold your letter, place it in an envelope, seal the envelope, write your name on the front of it, and record today's date. Your facilitator will collect the letter.

#### Prompts

- Why did you join Pi Kappa Phi?
- What do you want out of your Pi Kappa Phi experience?
- What are your hopes, dreams, and aspirations?
- What are your worries, struggles, or concerns?
- Who do you want to be one year from today? Ten years? Twenty-five years? Fifty years?
- What does brotherhood mean to you?
- What has your college experience been like so far?
- What does it mean to be a leader?

# WEEK ONE

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## WEEKLY REFLECTION

What were some of the lessons or ideas from this week that stood out to you?

What is something you learned about another member of Pi Kappa Phi?

Do you think our Founders knew the legacy they would leave behind by creating Pi Kappa Phi? What do you want your legacy to be?

What are you most looking forward to in the coming weeks?

What concerns or worries you about the remainder of the associate member process?





# WEEK TWO LIVING OUR VALUES

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## EDUCATION SESSION #1 (2 hours & 20 minutes)

### Meeting Agenda

- Weekly Welcome
- Defining Values
- What Are My Values?
- Defining Pi Kappa Phi's Values?
- Values Into Action
- Big Brother Ceremony

### Homework (to complete before Education Session #2)

- Read pages 150-151, 166-168, and 175-180 of *The White Diamond: 2018 Edition*

## EDUCATION SESSION #2 (2 hours & 10 minutes)

### Meeting Agenda

- Welcome Back
- Leadership in Pi Kappa Phi
- Expressing My True Colors
- The Founding & Purpose of The Ability Experience
- Service in Action
- Wrap Up & Weekly Reflection

### Homework (to complete before Week 3)

- Complete the Week Two Reflection in your participant guide
- Complete Weekly Quiz #2
- Complete Week Two Big Brother Reflection Activity
- Read pages 91-95 and 202-208 of *The White Diamond: 2018 Edition*

# WEEK TWO

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## DEFINING & DESCRIBING VALUES

What are values?

How do we use our values?

Where do we get our values?

### My Values Timeline

What were my values at age 10? Who/what influenced those being my values?

Who/what influences my values now?

How are my values different from when I was 10?

## RANKING MY VALUES

Using this list of personal values, rank your top five in order of importance, with 1 being most important and 5 being least important to you.

\_\_\_\_\_ **ACHIEVEMENT**  
It is important to challenge myself and to work hard to improve.

\_\_\_\_\_ **BELONGING**  
It is important to be accepted by others and to feel included.

\_\_\_\_\_ **CONCERN FOR ENVIRONMENT**  
It is important to protect and preserve the environment.

\_\_\_\_\_ **CONCERN FOR OTHERS**  
The well being of others and helping others are important.

\_\_\_\_\_ **CREATIVITY**  
It is important to have new ideas or to create new things.

\_\_\_\_\_ **FINANCIAL PROSPERITY**  
It is important to be successful at making money or buying things.

\_\_\_\_\_ **HEALTH AND ACTIVITY**  
It is important to be healthy and physically active.

\_\_\_\_\_ **HUMILITY**  
It is important to be humble and modest about my accomplishments.

\_\_\_\_\_ **INDEPENDENCE**  
It is important to make my own decisions and do things my way.

\_\_\_\_\_ **INTERDEPENDENCE**  
It is important to follow the traditions and expectations of my family.

\_\_\_\_\_ **OBJECTIVE ANALYSIS**  
It is important to use logical principles to understand and solve problems.

\_\_\_\_\_ **PRIVACY**  
It is important to have time alone.

\_\_\_\_\_ **RESPONSIBILITY**  
It is important to be dependable and trustworthy.

\_\_\_\_\_ **SPIRITUALITY**  
It is important to have spiritual beliefs that reflect being a part of something greater than myself.

# WEEK TWO

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## LEADERSHIP IN PI KAPPA PHI

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. Pi Kappa Phi's mission is to create an uncommon and lifelong brotherhood that develops leaders and encourages service to others for the betterment of our communities.

Leadership in Pi Kappa Phi is a living commitment to personal and fraternal values, cultivated through the bonds of brotherhood and ever-aspiring to build the ideal chapter.

The Fraternity believes that leadership is not positional - it can come from anywhere in the organization - and is instead a potential that can be developed in all members. Leaders exhibit self-awareness, exemplify character in thought in action, develop and foster collaborative relationships, and strive to create social change - to build a better world for themselves and others.

## PI KAPPA PHI FRATERNITY MISSION & VISION

### Mission

To create an uncommon and lifelong brotherhood that develops leaders and encourages service to others for the betterment of our communities.

### Vision

A future where every Pi Kappa Phi embraces his role as a leader, puts service before self and improves the world around him.

## THE ABILITY EXPERIENCE MISSION & VISION

### Mission

We use shared experiences to support people with disabilities and develop the men of Pi Kappa Phi into servant leaders.

### Vision

Create a community, one relationship at a time, where the abilities of all people are recognized and valued.

## DISCOVERING MY TRUE COLORS

In the boxes below are groups of word clusters printed horizontally in rows. In each row, read each word cluster and decide which set is most like you. Rank the clusters from “4” (most like you) to “1” (least like you).

ROW 1	(A) _____ Active Opportunistic Spontaneous	(B) _____ Parental Traditional Responsible	(C) _____ Authentic Harmonious Compassionate	(D) _____ Versatile Inventive Competent
ROW 2	(E) _____ Curious Conceptual Knowledgeable	(F) _____ Unique Empathetic Communicative	(G) _____ Practical Sensible Dependable	(H) _____ Competitive Impetuous Impactful
ROW 3	(I) _____ Loyal Conservative Organized	(J) _____ Devoted Warm Poetic	(K) _____ Realistic Open-minded Adventuresome	(L) _____ Theoretical Seeking Ingenious
ROW 4	(M) _____ Concerned Procedural Cooperative	(N) _____ Daring Impulsive Fun	(O) _____ Tender Inspirational Dramatic	(P) _____ Determined Complex Composed
ROW 5	(Q) _____ Philosophical Principled Rational	(R) _____ Vivacious Affectionate Sympathetic	(S) _____ Exciting Courageous Skillful	(T) _____ Orderly Conventional Caring

Tally the points from these designated letters:

<b>TOTAL ORANGE SCORE</b>	<b>TOTAL GOLD SCORE</b>	<b>TOTAL BLUE SCORE</b>	<b>TOTAL GREEN SCORE</b>
A, H, K, N, S	B, G, I, M, T	C, F, J, O, R	D, E, L, P, Q
_____	_____	_____	_____

*Adapted from Follow Your True Colors to the Work You Love by Kalil and Lowry*

# WEEK TWO

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## TRUE COLORS LEADERSHIP STYLES

### ORANGE | COURAGEOUS

#### As an Orange, I...

- Expect quick action
- Enjoy flexibility
- Work in the here and now
- Am performance oriented
- Am flexible in my approach
- Welcome change
- Institute change quickly
- Expect people to “make it fun”

I am resourceful. I act on a moment’s notice. I need stimulation, freedom, and excitement. I am a troubleshooter and performer. I like to do things that require variety, results, and participation. I often enjoy using tools. I am competitive, but bounce back quickly from defeat. I am generous, charming, and impulsive. I show affection through physical contact.

### GREEN | CONCEPTUAL

#### As a Green, I...

- Expect others to express their views
- Enjoy a “family spirit”
- Work to develop others
- Am individual oriented
- Prefer a democratic, unstructured approach
- Encourage change
- Expect people to develop their potential

I have an investigative mind, intrigued by questions. I am an independent thinker, a natural nonconformist, and live life by my own standards. I like to do things that require vision, problem solving, strategy, ingenuity, design, and change. I value knowledge, intelligence, insight, and justice. I enjoy relationships with shared interests. I prefer to let my head rule my heart.

### GOLD | CONVENTIONAL

#### As a Gold, I...

- Expect punctuality, order, and loyalty
- Assume there is a “right” way to do things
- Follow a detailed and thorough approach
- Seldom question tradition
- Am threatened by change
- Expect others to fulfill their roles
- Am rules oriented

I am the pillar of strength. I like to establish and maintain policies, procedures, and schedules. I have a strong sense of right and wrong. I do things that require organization, dependability, management, and detail. I am the sensible, stable backbone of a group. I believe work comes before play. I value home, family, status, security, and tradition. I am caring and loyal.

### BLUE | COMPASSIONATE

#### As a Blue, I...

- Expect intelligence and competence
- Make decisions based on feelings
- Seek ways to improve systems
- Encourage chances for improving
- Expect follow through
- Am visionary
- Am analytical

I am always encouraging & supporting. I am a peace maker, sensitive to the needs of others. I like to do things that require caring, counseling, nurturing, and harmonizing. I have a strong desire to contribute and to help others lead more significant lives. I enjoy the arts. I value integrity and unity in relationships. I am enthusiastic, idealistic, communicative, and sympathetic. I express my feelings easily and openly.

## WORKING WITH DIFFERENT LEADERSHIP STYLES

	STRATEGIES TO WORK WITH A...	HOW TO TALK WITH A...
ORANGE	<ul style="list-style-type: none"> <li>• Project energy and enthusiasm</li> <li>• Present ideas in an exciting and casual way</li> <li>• Stay open to all possibilities</li> <li>• Show ideas as an adventure, be active</li> <li>• Be out-going and humorous</li> <li>• Be straightforward and fast-paced</li> </ul>	<ul style="list-style-type: none"> <li>• Cut to the heart of the problem</li> <li>• Be bold and say what is on your mind</li> <li>• Focus on action</li> <li>• Talk about results</li> <li>• Praise them for what they do</li> <li>• Keep the conversation lively</li> </ul>
GREEN	<ul style="list-style-type: none"> <li>• Demonstrate how your ideas are innovative, visionary, creative</li> <li>• Have articulate person present, be logical</li> <li>• Provide facts and information</li> <li>• Talk one-on-one or in small groups</li> <li>• Give time to reflect and consider</li> </ul>	<ul style="list-style-type: none"> <li>• Use clear and precise language</li> <li>• Use logic to support decisions</li> <li>• Get right to the point</li> <li>• Keep conversations relevant</li> <li>• Ask meaningful questions</li> <li>• Talk about possibilities</li> </ul>
GOLD	<ul style="list-style-type: none"> <li>• Be punctual and purposeful</li> <li>• Establish clearly defined and detailed goals</li> <li>• Be dependable; Do What You Say You Will Do (DWYSYWD)</li> <li>• Recognize their contribution and expertise</li> <li>• Be loyal and devoted</li> <li>• Be honest, ethical, and moral</li> <li>• Show integrity</li> </ul>	<ul style="list-style-type: none"> <li>• Give straightforward direction</li> <li>• Use references to the past and traditions</li> <li>• Do not get sidetracked</li> <li>• Keep conversation in order</li> <li>• Follow an agenda</li> <li>• Talk about responsibilities</li> </ul>
BLUE	<ul style="list-style-type: none"> <li>• Be optimistic, friendly, helpful, empathetic</li> <li>• Be real and sincere, put away ego</li> <li>• Be sensitive and show compassion</li> <li>• Include people's feelings when presenting an idea or plan</li> <li>• Present teambuilding aspects</li> <li>• Make sure you thank them</li> </ul>	<ul style="list-style-type: none"> <li>• Relate what you are saying to feelings</li> <li>• Avoid open criticism</li> <li>• Put people above procedure</li> <li>• Be honest and genuine</li> <li>• Allow input and questions</li> <li>• Keep your promises</li> </ul>

*Adapted from Strategies for Working with Each Color by Bruce Maxwell*

# WEEK TWO

## WORKING WITH DIFFERENT LEADERSHIP STYLES CONTINUED

	OTHERS MAY SEE...	STRESSORS...
ORANGE	<ul style="list-style-type: none"> <li>Irresponsible</li> <li>Flaky Scattered</li> <li>Not serious</li> <li>Indecisive</li> <li>Manipulative</li> <li>Wishy-washy</li> <li>Uncontrollable</li> <li>Cluttered</li> </ul>	<ul style="list-style-type: none"> <li>Boredom</li> <li>Nagging</li> <li>Being on time</li> <li>Inflexibility</li> <li>Deadlines</li> <li>Unbending rules</li> <li>Lack of humor</li> <li>Schedules</li> <li>Slow people</li> <li>Paperwork</li> <li>Sameness</li> <li>Bureaucracy</li> <li>Predictability</li> <li>Criticism</li> <li>Traffic</li> <li>Negativity</li> <li>Lack of money</li> <li>Waiting</li> </ul>
GREEN	<ul style="list-style-type: none"> <li>Intellectual</li> <li>Arrogant</li> <li>Unrealistic</li> <li>Eccentric</li> <li>Unfair</li> <li>Cool and aloof</li> <li>Afraid to open up</li> <li>Not on my side</li> <li>Unappreciative</li> </ul>	<ul style="list-style-type: none"> <li>Too many rules</li> <li>Unfairness</li> <li>People in the way</li> <li>Labels</li> <li>Incompetence</li> <li>Emotions</li> <li>Control</li> <li>Policy</li> <li>Disorganization</li> <li>Rigidity</li> <li>Welfare mindset</li> <li>Lack of freedom</li> <li>Schedules</li> <li>Not knowing</li> <li>Stupid people</li> <li>Distraction</li> <li>Lack of values</li> <li>Procedure</li> </ul>
GOLD	<ul style="list-style-type: none"> <li>Rigid</li> <li>Controlling</li> <li>Dull, boring</li> <li>Stubborn</li> <li>Opinionated</li> <li>System-bound</li> <li>Unimaginative</li> <li>Judgmental</li> <li>Limiting flexibility</li> <li>Predictable</li> <li>Limited</li> </ul>	<ul style="list-style-type: none"> <li>Inefficiency</li> <li>Procrastinators</li> <li>Lack of order</li> <li>Waiting</li> <li>Flaky people</li> <li>Loud people</li> <li>Unreliability</li> <li>Disorganization</li> <li>Late people</li> <li>Lack of leadership</li> <li>Inconsistency</li> <li>Non-cooperation</li> <li>Not belonging</li> <li>No expectations</li> <li>Lack of control</li> <li>Slobs</li> <li>Told what to do</li> <li>Change</li> </ul>
BLUE	<ul style="list-style-type: none"> <li>Over-emotional</li> <li>Mushy</li> <li>Flaky</li> <li>Naïve</li> <li>Talk too much</li> <li>Too trusting</li> <li>Smothering</li> <li>Easily duped</li> <li>Ignoring policies</li> <li>Other-worldly</li> </ul>	<ul style="list-style-type: none"> <li>Disharmony</li> <li>Being lied to</li> <li>Judgment</li> <li>Conflict</li> <li>Chaos</li> <li>Tunnel vision</li> <li>Injustice</li> <li>Procedures</li> <li>Rigidity</li> <li>Isolation</li> <li>Bossy people</li> <li>Aggression</li> <li>Heartlessness</li> <li>Paperwork</li> <li>Insensitivity</li> <li>Details</li> <li>Lack of integrity</li> <li>Politics</li> </ul>

## THE ABILITY EXPERIENCE

### Core Values

- |     |                  |  |
|-----|------------------|--|
| [1] | <b>Integrity</b> | The way you behave, even when no one is watching.  |
| [2] | <b>Abilities</b> | Believe in the abilities of all people; focus on the person, not their disability.                                     |
| [3] | <b>Teamwork</b>  | Together, we can achieve more.   |
| [4] | <b>Empathy</b>   | Understand the strengths and weaknesses of each person in the group to better see things from another's point-of-view. |

### Three Pillars

- |     |                     |  |
|-----|---------------------|--|
| [1] | <b>Fundraising</b>  | The way you behave, even when no one is watching.                                  |
| [2] | <b>Awareness</b>    | Believe in the abilities of all people; focus on the person, not their disability. |
| [3] | <b>Volunteerism</b> | Together, we can achieve more.   |

# WEEK TWO

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## WEEKLY REFLECTION

What were some of the lessons or ideas from this week that stood out to you?

What is something you learned about another member of Pi Kappa Phi?

What is one thing you can do every day next week to embody or promote your personal values or those of the Fraternity?

What do the terms “personal responsibility” and “responsible citizenship” mean to you?

What does it mean to be a servant leader or to practice servant leadership?

## **BIG BROTHER REFLECTION ACTIVITY**

Before next week, facilitate a discussion with your Big Brother using the questions below.

**What values does your Big Brother share with you? What is one way you can both live this (or these) value(s)?**

**What is one (1) value that you do not share with your Big Brother? How might having different values strengthen or otherwise impact your relationship?**

**How has your Big Brother practiced leadership since his initiation? Examples may include in the chapter, on campus, or in the local community.**



# WEEK THREE: ACCOUNTABILITY

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## EDUCATION SESSION #1 (1 hour & 10 minutes)

### Meeting Agenda

- Weekly Welcome
- Who Killed Justin Smith?
- Pi Kappa Phi Risk Management Policy
- Wrap Up

### Homework (to complete before Education Session #2)

- Read “You Are Always Wearing Your Letters” on pages 106-110 of *The White Diamond: 2018 Edition*
- Read pages 139-146 and 148-150 of *The White Diamond: 2018 Edition*

## EDUCATION SESSION #2 (2 hours & 10 minutes)

### Meeting Agenda

- Welcome Back
- Defining Accountability
- Ultimate Respect
- The Standards Board
- Living Our Code of Conduct
- Subordinate Ritual
- Wrap Up & Weekly Reflection

### Homework (to complete before Week 4)

- Complete the Week Three Reflection in your participant guide
- Complete Weekly Quiz #3
- Complete Week Three Big Brother Reflection Activity
- Read page 91 of *The White Diamond: 2018 Edition*

# WEEK THREE

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## WHO KILLED JUSTIN SMITH?

**Justin Smith**, age 19, was dead on arrival. Several fraternity members concerned by his unconscious vomiting, drove him to the emergency room at 2:30 a.m. But even before they pulled into the emergency drive, his breathing had stopped. Successive attempts by the hospital staff to revive him failed.

The brothers of **Zeta Delta chapter of Pi Kappa Phi fraternity** were sorry. He had lived in the chapter house for two months. Many of the brothers commented about how much he could drink and more than a few had escorted/carried him home from past parties and accompanied him as he threw up. This night seemed like any other.

**Christian**, the Warden, was sorry. Christian decided to have a pledge event with a quiz and lineup that night with some alcohol. Each pledge was escorted to the basement of the fraternity house. The chapter had successfully dodged Pi Kappa Phi's Risk Management Policy all year. Besides, all the pledges wanted to participate. No one else on campus was following their policy, so why should they? If they didn't provide alcohol to their pledges, they would see if they could "handle" alcohol and be a responsible brother.

**Chase**, a pledge brother, sitting next to Justin, was sorry. Nobody ever told him not to pass the bottle to his pledge brother if he was already clearly intoxicated. Justin didn't look any drunker than anyone else at the pledge event. He was having trouble answering questions asked by the brothers, but no more than his other pledge brothers were having.

**Tyler**, the Archon, was sorry. He didn't realize that such activities were going on in the basement of the chapter house. He trusted the Warden and expected the chapter to follow proper procedures for a safe and successful pledge period. While he had participated in lineups as a pledge, he thought that was over. Tyler felt bad for not supervising all pledging activities.

**Scott**, his big brother, was sorry. Family drinks were important to keeping the family united and he had given Justin a fifth of whiskey earlier in the evening before the lineup. He had not told him to drink it.

**Lori**, his girlfriend, was sorry. Justin had been confiding in her all semester about the activities he was being asked to participate in. She had thought about calling his parents or contacting the Director of Fraternity Life on the campus but had not done it based on Justin urging her that everything was OK.

The **IFC** was sorry. They adopted the FIPG Policy – with provisions similar to those of Pi Kappa Phi's Risk Management Policy – the year before and hosted a hazing speaker a few weeks prior to Justin's death.

Justin's **parents** were sorry. He started drinking during his sophomore year of high school. They knew he had been hazed as part of this high school football team but didn't think it was a big deal. Justin's dad had been hazed when he was joining a fraternity in college. But, what could parents do when they were 200 miles away?

**Who was to blame for the death of Justin Smith?**

Rank the nine in order from most responsible (1) to least responsible (9).

[1]

[2]

[3]

[4]

[5]

[6]

[7]

[8]

[9]

**How was bystander behavior involved in this scenario? Who could have intervened?**

**What risk management rules did the chapter violate in this scenario?**

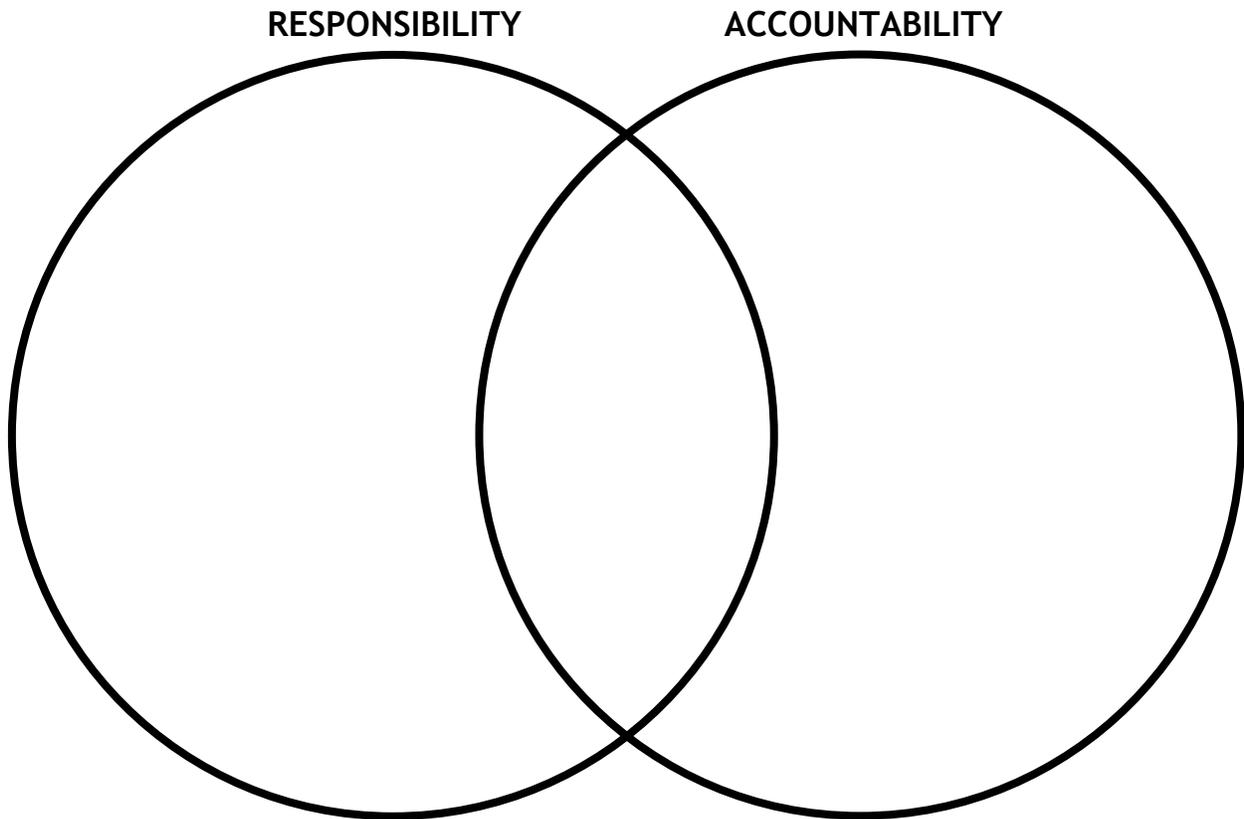
**What could the chapter have done to reduce their risk in this situation?**

# WEEK THREE

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## DEFINING ACCOUNTABILITY

Responsibility and accountability are two terms with some similarities but a number of stark differences. With your partner, record examples that illustrate the characteristics both terms share, as well as those that make them unique.



## ACCOUNTABILITY STRATEGIES

### ULTIMATE RESPECT

What is Ultimate Respect?

Record best practices for giving and receiving Ultimate Respect below.

GIVING	RECEIVING
[1]	[1]
[2]	
[3]	[2]
[4]	
[5]	
[6]	

How can receiving Ultimate Respect benefit you?

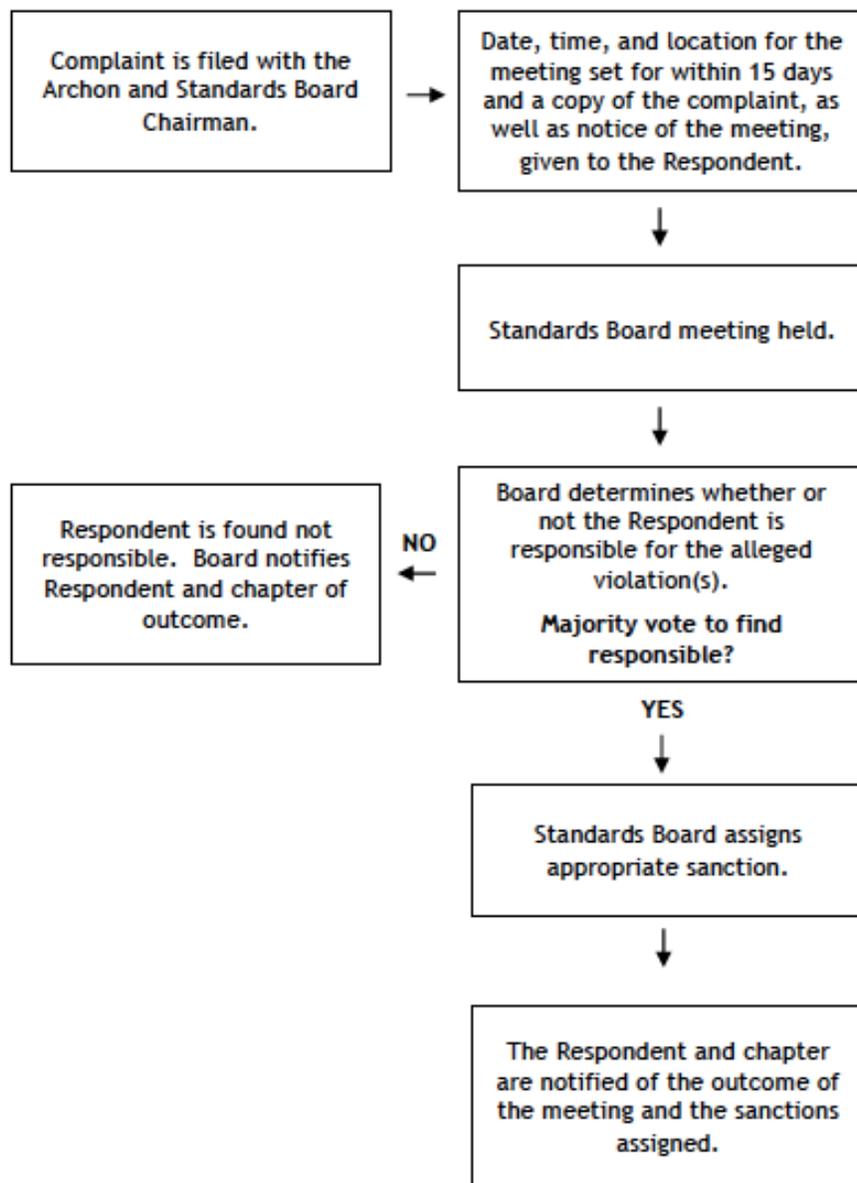
# WEEK THREE

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## THE STANDARDS BOARD

What is the purpose of the Standards Board? Who serves on the Standards Board?

### THE STANDARDS BOARD PROCESS



## THE STANDARDS BOARD CONTINUED

What is Pi Kappa Phi's standard for determining responsibility in a Standards Board case?  
How does our standard differ from the U.S. justice system?

What is a sanction? What is the purpose of a sanction?

What are the sanctions the Standards Board can assign to a member?

- |     |      |
|-----|------|
| [1] | [7]  |
| [2] | [8]  |
| [3] | [9]  |
| [4] | [10] |
| [5] | [11] |
| [6] | [12] |

What are five examples of problematic behavior that requires assistance from the national headquarters to resolve?

- [1]
- [2]
- [3]
- [4]
- [5]

# WEEK THREE

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## WEEKLY REFLECTION

What were some of the lessons or ideas from this week that stood out to you?

What is something you learned about another member of Pi Kappa Phi?

How can you promote safe and healthy experiences for all members and guests of Pi Kappa Phi?

What is one thing you can do every day next week to hold yourself and others accountable to the ideals and standards of Pi Kappa Phi?

How does accountability play a role in your chapter? Your life outside of Pi Kappa Phi?

## **BIG BROTHER REFLECTION ACTIVITY**

Before next week, facilitate a discussion with your Big Brother using the questions below.

**How does your Big Brother contribute to building healthy and safe experiences for all members and guests of Pi Kappa Phi?**

**What are two (2) examples of when your Big Brother used Ultimate Respect or the Standards Board process to hold accountable another member of the Fraternity? What was the result of each example?**

**What is one (1) example of a time your Big Brother was on the receiving end of an Ultimate Respect conversation? What was the purpose and outcome of the conversation?**



# WEEK FOUR: ACHIEVEMENT

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## EDUCATION SESSION #1 (1 hour & 30 minutes)

### Meeting Agenda

- Weekly Welcome
- Health & Well-Being
- Behind Happy Faces: Module One
- Mental Health Resources
- Wrap Up

### Homework (to complete before Education Session #2)

- Read pages 110-126 and 128-138 of *The White Diamond: 2018 Edition*

## EDUCATION SESSION #2 (1 hour & 35 minutes)

### Meeting Agenda

- Welcome Back
- Discovering Your Passion
- Academic Achievement
- Subordinate Ritual
- Wrap Up & Weekly Reflection

### Homework (to complete before Week 5)

- Complete the Week Four Reflection in your participant guide
- Complete Weekly Quiz #4
- Complete Week Four Big Brother Reflection Activity
- Begin working on the Capstone Project
- Read pages 164-166 of *The White Diamond: 2018 Edition*

# WEEK FOUR

## HEALTH & WELL-BEING

### Combating Four Common Psychological Wounds

	DESCRIPTION	STRATEGY TO COMBAT
LONELINESS		
FAILURE		
REJECTION		
RUMINATION		

### Mental Health Resources

PI KAPPA PHI	CAMPUS	LOCAL COMMUNITY
<p><b>Counseling Assistance Program (CAP):</b> call anytime or go online to speak with a counselor anonymously.</p> <ul style="list-style-type: none"> <li>• (866) 227-3834</li> <li>• <a href="http://www.caplifelhmsanet.com">www.caplifelhmsanet.com</a> Username: pikappaphi Password: myresource</li> </ul> <p><b>Behind Happy Faces:</b> developed by Ross Szabo, Theta Eta (American), members of Pi Kappa Phi can participate in up to five (5) 30-minute workshops engaging in conversations about mental health and mental illness.</p>		

## PLANNING FOR SUCCESS

### My Average Week

Activities You Regularly Participate In	
SUNDAY	
MONDAY	
TUESDAY	
WEDNESDAY	
THURSDAY	
FRIDAY	
SATURDAY	

# WEEK FOUR

## PLANNING FOR SUCCESS

### Academic Skills Inventory

Select one behavior in each row that you most regularly exhibit. If you are struggling to choose between two options, go with your first instinct or choose the option which you most recently exhibited. Do not select behaviors you wish to exhibit more; choose those which you exhibit in the present.

ROW 1	I regularly review my calendar to plan for the weeks and months ahead.	Before I begin reading, I regularly choose a time and place that reduces distractions.	I regularly review or re-read my notes to keep the information fresh in my mind.	Before an exam, I regularly ask about the logistics, format, and content covered by the exam.
ROW 2	I regularly outline an average week to understand my commitments.	I prefer to stop reading if my concentration is strained, rather than try to push on.	I regularly take notes after reading each section of a chapter, rather than while I'm reading.	I regularly begin studying at least two weeks before the exam.
ROW 3	I keep a calendar in a prominent place so I can regularly see it.	I regularly skim each chapter before reading it in detail.	I regularly take notes during class, paying careful attention for key words and ideas.	When I receive it, I regularly skim the entire exam.
ROW 4	I regularly make to-do lists with tasks organized in order of priority.	I regularly chunk my reading into manageable sections.	I regularly compare my notes with a friend to make sure I did not miss anything.	When taking an exam, I regularly answer questions in order of my personal preference.
ROW 5	When things do not go according to plan, I adapt so I can still use that time effectively.	I regularly attempt to read between the lines to understand the concepts or abstract ideas behind definitions.	I regularly take clear and legible notes that I do not have trouble reading or understanding after class.	When reading directions on an exam, I underline all significant words.
ROW 6	I overestimate the amount of time it will take to complete an assignment or project.	I regularly ask myself why each section of reading is important, how it connects to previous readings, and what I learned from that section.	I regularly review my notes within two hours of my class to ensure they are complete.	After I answer all questions, I regularly review the entire exam to ensure my answers are complete and I haven't missed any questions.
ROW 7	I break down large assignments or projects into smaller steps.	When reading, I regularly consider what questions might be asked on the exam.	If available, I regularly print my professor's slide deck to make additional notes with during class.	After an exam, I review the areas in which I performed well.
ROW 8	When studying, I regularly take short breaks to maintain my concentration.	Before reading a new chapter, I regularly spend time reviewing the previous chapter.	I regularly write down questions from my notes to bring up during the next class or during office hours.	After an exam, I make note of the questions I missed and review those topics.

## Academic Skills Inventory Continued

Total the number of behaviors you selected in each column and write them in the corresponding boxes below to identify your academic strengths and opportunities for improvement. Then, read the descriptions below.

	<b>TIME MANAGEMENT (COLUMN 1)</b>	<b>READING (COLUMN 2)</b>	<b>NOTE-TAKING (COLUMN 3)</b>	<b>EXAM-TAKING (COLUMN 4)</b>
	_____	_____	_____	_____
<b>HIGH</b>	Others may describe you as unflappable or always prepared. No second is wasted, no minute squandered. Time is a tool and you are its artisan.	You may be someone who has little trouble frequently reading many chapters from unrelated classes. Understanding one hundred pages of a textbook is little more than a road bump in your week.	You likely have journals or binders filled to the brim with notes from classes, group projects, chapter meetings, and more. You may find it easy to organize any amount of information in ways which are logical and aesthetically appealing.	You likely thrive in classes with many quizzes and tests. Trick questions, strange wording, and vague references to content taught five weeks ago are no match for you.
<b>LOW</b>	You may find yourself rushing from place to place or occasionally surprised by a meeting that you heard about a few weeks back. To improve your time management skills, try to more regularly exhibit the behaviors in Column 1.	You may take frequent breaks to distract yourself from reading and when you do put your nose in a book, you may struggle to understand the context of the passages. To improve your reading skills, try to more regularly exhibit the behaviors in Column 2.	You may find yourself struggling to understand the few notes you did take in your last class. Those notes you do understand may lack any real substance. To improve your note-taking skills, try to more regularly exhibit the behaviors in Column 3.	You may find yourself anxious when taking exams. You may also find yourself skipping or misunderstanding questions. To improve your exam-taking skills, try to more regularly exhibit the behaviors in Column 4.

# WEEK FOUR

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## WEEKLY REFLECTION

What were some of the lessons or ideas from this week that stood out to you?

What is something you learned about another member of Pi Kappa Phi?

What role does mental health play in your undergraduate experience (beyond Pi Kappa Phi)?

What does achievement mean to you? What is one area in which you hope to be known as an achiever? Why?

## **BIG BROTHER REFLECTION ACTIVITY**

Before next week, facilitate a discussion with your Big Brother using the questions below.

**What is something your Big Brother has struggled and gotten help with? How does his example relate to the lessons of the week?**

**What is one (1) thing your Big Brother excels at? Has he always excelled at it, or was it a talent he developed? If it's something he developed, what was his improvement process?**

**What is one (1) academic skill that you and your Big Brother can each improve on? How might you support and challenge one another to improve that skill?**



# WEEK FIVE: AN UNCOMMON BROTHERHOOD

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## ASSOCIATE MEMBER RETREAT (6 hours & 20 minutes)

### Meeting Agenda

- Travel to Retreat Location
- Challenge Course
- Challenge Course Debrief
- Brotherhood in Pi Kappa Phi
- Uncommon Opportunities
- Break
- Envisioning the Ideal Chapter
- Your Pi Kappa Phi Journey
- Subordinate Ritual
- Wrap Up & Weekly Reflection
- Travel Back to Campus

### Homework (to complete before Week 6)

- Complete the Capstone Project.
- Complete Quiz #5.
- Read pages 186-198 of *The White Diamond: 2018 Edition*.

# WEEK FIVE

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## DEFINING BROTHERHOOD

What words come to mind when you think of brotherhood?

### The Four Types of Brotherhood

	DESCRIPTION	TOO HIGH	TOO LOW	IDEAL
SOLIDARITY	Giving and receiving brotherhood through demonstrations of support and conformity. A common idea of someone who thinks of brotherhood in this way is, “brothers have each other’s backs.”			
SHARED SOCIAL EXPERIENCES	Brotherhood best described as surface-level. It revolves around doing fun things and having someone to do those things with.			
BELONGING	A sense of connection beyond friendship. Members who think of brotherhood in this way describe their chapter brothers as “a family.”			
ACCOUNTABILITY	Members understand that brotherhood is best demonstrated when members make each other better men by holding themselves to high standards through shared experiences.			

# AN UNCOMMON BROTHERHOOD

## YOUR PI KAPPA PHI JOURNEY

What are three opportunities offered by Pi Kappa Phi Journey that interest or stand out to you?

	FRESHMAN	SOPHOMORE	JUNIOR	SENIOR
Journey Program to Attend				
How will this program help you develop as a leader?				
How will this opportunity help you remain engaged with the chapter?				
How will this opportunity make our chapter more like the ideal chapter?				

# WEEK FIVE

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## WEEKLY REFLECTION

What does brotherhood mean to you?

Using the four types of brotherhood as a framework, how do you view brotherhood? How does your chapter view brotherhood?

# AN UNCOMMON BROTHERHOOD

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## **BIG BROTHER REFLECTION ACTIVITY**

Before next week, facilitate a discussion with your Big Brother using the questions below.

**How does your Big Brother define brotherhood? How has brotherhood changed within the chapter since he was initiated?**

**What is one (1) thing that you and your Big Brother want out of your Pi Kappa Phi experience? How will you commit to making these things a reality?**

**What has your Big Brother's journey through the chapter and national organization looked like since his initiation? Is there anything he wished he would have done sooner?**



# WEEK SIX: THE SECOND DECISION

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## EDUCATION SESSION #1 (1 hour & 15 minutes)

### Meeting Agenda

- Weekly Welcome
- The Second Decision
- The Power of an Oath
- Ritual of Initiation Pre-Brief
- Addressing Concerns

## OTHER EVENTS (approximately 7 hours & 40 minutes)

- Candle Watch
- Capstone Presentations
- Ritual of Initiation
- Ritual of Initiation Lecture & Debrief

## Homework (to complete before the Ritual of Initiation)

- Present your Capstone Project
- Complete Part One of GreekLifeEdu

# WEEK SIX

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## PREPARING FOR THE RITUAL

What are the commitments you will make by swearing the Pi Kappa Phi Member Oath?

[1]

[2]

[3]

[4]

[5]