

# FIELD MANUAL

**MAKE YOUR MOVE**  
WAKE UP • RISE UP • STEP UP

**BOYSIE BOLLINGER**  
LEADERSHIP ACADEMY



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The **Boysie Bollinger Leadership Academy** is a new and inventive three-year initiative made possible by the generous support of esteemed Brother Donald T. “Boysie” Bollinger (University of Louisiana at Lafayette, 1971).

As such, this comprehensive fraternity-wide program will bear his name and will include training in original and innovative *curriculum*, ongoing interactive *connections* with life coaches and mentors, and the opportunity to earn an individual *certification* in personal and professional knowledge, skills, and hands-on experiences.

Drawing upon the life and leadership lessons from our nation's history and heritage, this year-round adventure will continue to include annual Regional Leadership Conferences, Biennial Summer Conventions, Biennial Summer Immersive Institutes, plus many other advancements and improvements in achieving our mission to actively develop servant leaders.

Brother Bollinger is Chairman and CEO of Bollinger Enterprises LLC. He was formerly the Chairman and CEO of Bollinger Shipyards, Inc., providing construction, repair and conversion products and services to the military and commercial marine industries.

Brother Bollinger is involved with the United States Coast Guard Foundation, The Nature Conservancy of Louisiana, the United Way, and the Boy Scouts of America, among other non-profit organizations and philanthropic causes. He is also Chairman of the Nicholls State University Foundation.

Unsurprisingly, Brother Bollinger was recently designated as the 2017 Man of Achievement! This award program recognizes Brothers who have risen to prominence in their fields of endeavor. These Brothers not only serve to inspire our members, but serve as a great source of pride for Phi Kappa Theta. The award was established in 1984.



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SESSION ONE

# ENVISION YOUR POSSIBILITIES

*YOUR LIFE*

Who do I really want to be? Who am I becoming?



## INSIGHT

This first session begins with an invitation... an invitation to dream... to dream dreams that are worthy of your life. Every human being has infinite value, and you, as a young man, are one of those human beings with limitless possibilities.

In this next hour – dream a little, imagine what could be, and envision a life for yourself that achieves its fullest potential. Think beyond the next semester. Imagine life beyond college. Moreover, envision a you who is much more than your career and a 40-hour work week. Seriously, in these moments, don't think about what you are doing as much as who you are becoming.

Sadly, it is often only in those rare moments of confusion or crisis when young men pause long enough to ponder who they are becoming and what they want to be true of themselves at the end of their lives.

But not you.

Not us.

We are here this weekend to proactively look at ourselves in the mirror and wrestle with this timeless truth: we will not wake up one day having become someone we have not been becoming.



## INTROSPECTION

Imagine yourself being asked the question by a parent or respected mentor, “So **who** do you want to be when you grow up?” Notice: the question is not, “So **what** do you want to do for a career when you grow up?”

The heart of this reflective probe is to think about the *qualities* and *characteristics* of your life that you hope will be remembered by others once you are no longer on this earth.



## INTERACTION

What are some of the qualities and characteristics that came to mind as you quietly and personally reflected?

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Why do you think that young men are more prone to think about these ultimate questions only during seasons of confusion or crisis?

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## INSTRUCTION

### The Eight Essentials for both Envisioning & Experiencing Personal Possibilities

#### **PERSPECTIVE**

the dream of who I want to become and how I envision my future

#### **PREPARATION**

the development of character and competencies to become that person

#### **PASSION**

the deep desire that fuels motivation

#### **PRIORITIES**

those outcomes that are most primary and important in my life

#### **PLAN**

the decision to establish specific and achievable goals

#### **PROACTIVITY**

actually doing the details of the decision on a daily basis

#### **PEOPLE**

discussions and deliberations with inspiring people who share my vision

#### **PERSISTENCE**

the dogged drive to push through barriers, climb over obstacles, and maneuver around roadblocks that threaten my growth, progress, and success



## INTROSPECTION

For you personally, in which of the eight essentials do you feel the most strength?

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For you personally, in which of the eight essentials do you feel the most struggle?

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## INTERACTION

As you will notice, there are eight designated spaces throughout the room that represent each of the Eight Essentials. First, walk to the space that represents your strength and chat with those who share that same strength.

Secondly, walk to the space that represents your struggle and chat with those who share that same struggle. Now split the group in half, and do the same exercise two more times, but combine the strong and the strugglers at each space.



## INSIGHT

Often for young men who have not been exposed to these kind of big ideas and bold conversations throughout adolescence and into early adulthood, they feel a vacuum of vision for who they might become. With that reality in mind, Dr. Michael Brown offers this potential portrait of a Possibility that he believes reinforces the powerful vision and values of the Phi Kappa Theta brotherhood. Here it is for your consideration:

“Servant leaders are in the process of becoming R.E.A.L. Men® who are growing as Lifegivers® while developing in all Twelve Dimensions® of Life.”

# A PORTRAIT OF REAL MANHOOD

R

## REJECT PASSIVITY AND IRRESPONSIBILITY

Men don't have to be lazy, undisciplined, unproductive, or numb. They can stop coasting and instead choose to live life on purpose and with clear intentions and direction.

E

## EXHIBIT HONESTY AND INTEGRITY

Men don't have to hide, lie, pretend, distance themselves from people, or keep that big secret. They can be truth-tellers in every situation and in every relationship.

A

## APPRECIATE TRANSPARENCY AND CONNECTEDNESS

Men don't have to wear a mask, keep real feelings bottled up, or trudge through life alone. They can initiate, cultivate, and enjoy transformative platonic friendships and meaningful intimate relationships with others.

L

## LEAD INTENTIONALLY AND AUTHENTICALLY

Men don't have to shrink back, hesitate, avoid risks, or wait for someone else to take the initiative. They can try new things, seize opportunities, and refuse to be immobilized by insecurity or fear of failure.

# THE LIFE GIVER MODEL

**L** Loving

**I** Intentional

**F** Fun

**E** Expressive

**G** Generous

**I** Inquisitive

**V** Vigorous

**E** Enthusiastic

**R** Responsive

# TWELVE DIMENSIONS OF LIFE





## INTERACTION

Which components (R.E.A.L., Lifegiver, 12 Dimensions) of this Portrait most connect with you... and why? Are there any ideas within this Portrait that are concerning and/or uncomfortable to you?

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## INVITATION

### *WAKE UP*

...to the reality that you will not one day magically become someone you have not been becoming.

### *RISE UP*

...and make a commitment to envisioning and embracing a grand vision for who you are becoming as a man... above and beyond your career and profession.

### *STEP UP*

...and take ownership for your life and choose to invest in the process of strengthening all eight essential ingredients required to experience your possibilities.

SESSION TWO

# ENVISION YOUR POSSIBILITIES

*YOUR FRATERNITY*

Who do I really want *us* to be? Who are we becoming?



## INSIGHT

This second session pulls back the lens and reframes the questions from the first hour together to be more about *us* than just *me*. Imagine if every brother in your local chapter were envisioning grand possibilities for their lives.

Consider what a chapter gathering might feel like if there were dozens of men in the same space who were each envisioning a big-picture perspective, who were preparing themselves for this lifetime journey, who were fueled by a passionate desire to become and behave in a manner that was honorable, who established priorities that truly mattered, who developed a plan of action matched with the proactivity to make it happen, who surrounded themselves with like-minded individuals who were inspiring and aspiring to go the distance - persistently pressing forward and onward to cultivate positive growth in their lives as well as throughout the Phi Kappa Theta brotherhood.



## INTROSPECTION

Which phrase(s) from the **Insight** section strikes a chord with you as you think of your brothers back home and the dreams you might have for your chapter?

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## INTERACTION

As a large group, brainstorm a list of positive and future-focused dreams that you hope for your local brotherhood (without explicitly commenting on your chapter's current deficiencies or difficulties).



## INSTRUCTION

The Eight Essentials for both Envisioning & Experiencing Fraternity Possibilities

### **PERSPECTIVE**

the dream of who we are becoming as a brotherhood and how I envision a positive future for my chapter

### **PREPARATION**

the intellectual, leadership, social, and spiritual development of members required to become a positive community of gentlemen and servant leaders

### **PASSION**

a deep desire for positive progress that infuses the community with motivation

### **PRIORITIES**

that my brothers are growing into effective leaders who passionately serve society, Fraternity and God

### **PLAN**

the decision to establish strategic and specific goals that will accomplish the mission and vision of the Fraternity

### **PROACTIVITY**


the daily decisions of every brother to stick to the plan

**PEOPLE**


cultivating powerful comradery, positive communication, and progressive conflict resolution while pursuing a common mission and vision

**PERSISTENCE**

the dogged drive to push through barriers, climb over obstacles, and maneuver around roadblocks that threaten our Fraternity’s growth, progress, and success

 **INTERACTION**

As you revisit and review each of the dreams on your master list that was brainstormed earlier as a group, talk about which of the Eight Essentials are most required at this point, if your chapter were to experience the fulfillment of each dream.

 **INTROSPECTION**

For your chapter, write down the two strongest essentials that seem already to be going well.


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For your chapter, write down the two weakest essentials that need the most attention and investment.

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 **INTERACTION**

Circle up with participants from your chapter to briefly discuss what each member listed as the two strongest and two weakest essentials for envisioning chapter possibilities.



## INVITATION

### *WAKE UP*

...to the reality that your chapter will not one day miraculously embody the Fraternity's mission and vision without inspiration, instruction, and maybe intervention.

### *RISE UP*

...and make a commitment to envisioning and embracing a grand vision for who your chapter is becoming and could be in the years ahead.

### *STEP UP*

...and carefully consider how to strengthen each of the eight essentials required to fully experiencing your Fraternity's dreams and possibilities.

# EXAMINE YOUR PROBLEMS

## YOUR LIFE

Why is it not happening for me?

Why does it often feel as if life is not working?



### INSIGHT

Life is not as it should be. We all feel it: that unsettling sense in the pit of our stomachs that so much of what we experience as human beings is unjustified, unfair, or just plain uncomfortable.

Trust me: what you often feel is not ideal, but it is normal. This somewhat troubled reality is true for every young man, to one degree or another. Take a moment to scan your world; you see the pain and suffering. Take a moment to reflect upon your community, campus, and chapter: you surely observe the confusion and uncertainty around you.

Take a risk, look inside of yourself, and examine your own heart; there is probably some really hard stuff brewing just beneath the surface and behind the mask that you wear.



### INSTRUCTION

The problems that you face in your personal life are the inevitable result of the presence of three realities: creation, circumstances, and choices.

- Creation is not always healthy/well.
- Circumstances are not always happy/welcome.
- Choices are not always honorable/wise.



## INTERACTION

As a large group, quickly brainstorm and shout out some **specific examples** that you have observed in your world, community, campus, chapter, family, and/or personal life where and when:

- Creation was not healthy/well
- Circumstances were not happy/welcome
- Choices were not honorable/wise



## INTROSPECTION

Take five minutes and write down three prevalent problems that you are currently wrestling with in your personal life. (Optional: Continue anonymous index card exercise from the lunch activity)

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Take an additional five minutes and try to discern which of the three realities (creation, circumstances, and choices) are playing a role in these personal challenges.

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## INSTRUCTION

Phi Kappa Theta celebrates spiritual curiosity and development in its various and assorted expressions. Although founded as a Catholic Fraternity, our brotherhood has become increasingly diverse in its spiritual perspectives, but it is still open to considering and reflecting upon spiritual themes drawn from the Bible.

One sacred text directly related to the problems of life is the Book of Ecclesiastes, penned by a Philosopher-King whom many refer to as one of the wisest men in history.

### **A SHORT SUMMARY OF ECCLESIASTES**

In Ecclesiastes, “King Solomon takes a hard look at the human enterprise – an enterprise in which he himself has fully participated. He sees a busy, busy human ant hill in mad pursuit of many things, trying now this, now that, laboring away as if by dint of effort humans could master the world, lay bare its deepest secrets, change its fundamental structures, somehow burst through the bounds of human limitations, build for themselves enduring monuments, control their destiny, achieve a state of secure and lasting happiness – people laboring at life with an overblown conception of human powers and consequently pursuing unrealistic hopes and aspirations.”

NIV STUDY BIBLE FOOTNOTES

### **SOME ECCLESIASTES QUOTATIONS**

1:4: “Generations come and generations go...”

1:11: “There is no remembrance of men of old, and even those who are yet to come will not be remembered by those who follow.”

2:22: “What does a man get for all the toil and anxious striving with which he labors under the sun?”

7:2: “For death is the destiny of every man; the living should take this to heart.”

8:17: “No one can comprehend what goes on under the sun. Despite all his efforts to search it out, man cannot discover its meaning. Even if a wise man claims he knows, he cannot really comprehend it.”

12:13: “Now all has been heard; here is the conclusion of the matter: Revere God and keep His commandments, for this is the whole duty of man.”

## **SUMMARY**

Live this mysterious life well, and keep God at the center of everything. This short life is a dot on the timeline of eternity, but how you choose to invest this dot will affect the entire timeline.

## **THE THRUST AND THEMES OF THIS BOOK**

Human beings cannot, in and of themselves, do anything of lasting value or enduring significance.

Human wisdom, in itself, is incapable of solving problems or making sense of the mess.

Human experience complicates what we believe to be true; life is confusing even when placed against the backdrop of our knowledge of God.

Human existence can end tomorrow, rendering any real control or future planning to merely a perception.

## **SUMMARY**

Therefore, my response to these realities is to embrace life for what it is, not expecting too much from it, while living life to its fullest. And without setting unrealistic goals for this life, love God and people well, for as long as I am here on this Earth.



## INTERACTION

Considering these timeless truths as offered by King Solomon, in what ways do his insights challenge your perspective about the problems and difficulties we face throughout life?

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## INSIGHT

King Solomon's profound wisdom and practical insights still ring true for our generation today, as we try to make sense of the world and navigate the many challenges and difficulties that we face.

Throughout history – scholars, poets, and philosophers from every secular and spiritual perspective wrestle with these complex questions.

In tangible terms, this trilogy of a broken world, bothersome circumstances, and bad decisions leave young college men often feeling:

- Wounded
- Confused
- Lonely
- Passive

Many young guys feel the **wounds** of unhealthy families, difficult life circumstances, or poor choices; the **confusion** of trying to wade through society's mixed messages regarding the definition and descriptions of modern manhood and masculinity; the **loneliness** that comes from wearing masks, keeping secrets, and failing to live transparent lives with those they love; and the **passivity** that is a byproduct of feeling overwhelmed, exhausted, and unmotivated from all of the pressures of life and the many expectations of other people.



## INSTRUCTION

### FOUR SYMPTOMS OF A PROBLEMATIC LIFE

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Wounded → Distressed  
Confused → Distraught  
Lonely → Distant  
Passive → Disengaged



## INTROSPECTION

Rank from 1-4 (1=most and 4=least) which of the Four Symptoms of a Problematic Life do you think most describes your current reality.

1 \_\_\_\_\_

2 \_\_\_\_\_

3 \_\_\_\_\_

4 \_\_\_\_\_



## INTERACTION

### ANONYMOUS NOTE CARD EXERCISE

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1 I feel wounded from... \_\_\_\_\_

2 I am confused about... \_\_\_\_\_

3 I am lonely because... \_\_\_\_\_

4 I am passive about... \_\_\_\_\_



## IMPLEMENTATION

Write down one personal struggle or private secret that you will share with one brother here this weekend... and then two more brothers from your local chapter within the next week.

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## INVITATION

### WAKE UP

...to the reality that life is hard and difficult and challenging, and that this will always be the case.

### RISE UP

...and resolve in your heart that your problems will not define you, and internalize the belief that your failures are not fatal.

### STEP UP

...and take personal ownership for your personal choices, and admit to yourself and others in what ways that your positive and poor decisions have contributed to your current reality.



# EXAMINE YOUR PROBLEMS

## *YOUR FRATERNITY*

Why is it not happening for us?

Why does it often feel as if our chapter is not living out its mission, vision, and motto to its fullest?



### INSIGHT

In the previous session, we established the fact that life is not as it should be. We all feel the unpredictability and volatility of life as individuals, but our organizations also reflect this concerning reality.

Particularly for our Fraternity, we have a membership of 1600 college men who might struggle with maintaining a positive attitude; who are tempted to keep secrets and hide struggles from one another; who have few role models in constructively handling criticism and resolving interpersonal conflict; who are often preoccupied with the pursuit of pleasure; who frequently lack discipline, drive, and determination; who lack the willpower to delay immediate gratification, and who struggle to articulate a compelling vision for their lives.

The problems of each member infects the community. The perspective of each brother shapes the ethos of each chapter. Moreover, the culmination of the practices (both positive and negative) of each Phi Kap will ripple throughout the culture of our Fraternity at the local, regional, and national levels.



### INTROSPECTION

Which phrase(s) from the **Insight** section strikes a chord with you as you think of your brothers back home and the challenges/problems you face in your chapter?

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## INSTRUCTION

### FOUR KINDS OF PHI KAPPA THETA BROTHERS

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- Cop-outs (no dreams or initiative)
- Hold-outs (no initiative)
- Drop-outs (brief initiative)
- All-outs (big dreams and lasting initiative)

### THE ROOT ISSUES FOR QUITTING

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- Cop-Outs:** Lack Vision
- Hold-Outs:** Fear of Failure
- Drop-Outs:** Selfish & Bored

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Special thanks to **Dr. John Maxwell** for first conceptualizing the categories of cop-outs, hold-outs, drop-outs, and all-outs.



## INTERACTION

As you think about your local chapter, what would you guesstimate is the percentage of brothers in each category (cop-outs, hold-outs, drop-outs, and all-outs)?

- \_\_\_\_ % Cop-outs
- \_\_\_\_ % Hold-outs
- \_\_\_\_ % Drop-outs
- \_\_\_\_ % All-outs



## INSIGHT

We have established that the fourth symptom of a problematic life is that of **passivity**.

Dr. Michael Brown defines passivity as “a visionless and passionless posture in one or more arenas of life that promotes inactivity and/or irresponsibility.”

In his opinion, this is the most prominent and problematic issue for every social fraternity on every college campus in America. It is the primary barrier between a fraternity’s membership agreeing with their mission and acting out their mission.



## INSTRUCTION

### **5 CHARACTERISTICS OF PASSIVITY**

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Procrastination instead of intentionality  
Idleness instead of determination  
Reactivity instead of proactivity  
Excuse-making instead of engagement  
Cowardice instead of courage

### **5 CATEGORIES OF PASSIVITY**

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Roles  
Routines  
Responsibilities  
Resolutions  
Relationships

### **5 CIRCUMSTANCES OF PASSIVE PEOPLE**

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Stagnant  
Stationary  
Self-Absorbed  
Scared  
Stuck

### **5 CAUSES OF PASSIVITY**

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Confusion about Identity  
Uncertainty about Core Values  
Fear of Failure  
Sense of Powerlessness to Change  
Family Patterns and Close Friendships

### **5 CONSEQUENCES OF PASSIVITY**

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Disorganized Life  
Inability to Make Decisions  
Unrealized Goals  
Shallow Relationships  
Restlessness and Frustration



## INTROSPECTION

On the previous page, take a moment to circle one characteristic, one category, one circumstance, one cause, and one consequence of passivity that are most challenging for your chapter.



## INTERACTION

Which of the Five C's of Passivity (Characteristics, Categories, Circumstances, Causes, Consequences, or Cure) are most pressing and urgent for you as you consider the realities that you face as a leader in your chapter?

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## INSTRUCTION

### 5-STEP CURE FOR PASSIVITY

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1. Dream
2. Decide
3. Do
4. Disclose
5. Discipline



## INSIGHT

No doubt, this has been a very tricky session, as you were prompted to think about the difficulties and challenges within your own chapter.

Here is the good news: your chapter's problems are not unique. You are not alone.

Here is the tough news: change must begin with you. While you cannot impose change on your brothers, you can choose to change yourself.

So we end this session with a reminder that while passivity is easy to point out in others, it is most difficult to detect in our own lives.



## INTERACTION

### WALK THE LINE EXERCISE

What was your experience of the exercise?

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What did you feel and/or think as you participated?

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### *WAKE UP*

...to the reality that while people can and often do change, people will not change people. Positive change in your fraternity must begin with you personally choosing your way into change, and not attempting to guilt, manipulate, or coerce others.

### *RISE UP*

...and commit to the lifelong process of purging your personal life of passivity by doing the hard work of regularly reflecting on any causes or consequences of passivity in your life or leadership style.

### *STEP UP*

...and choose to be an All-Out in life and in your servant leadership role within the Fraternity... while kindly inviting others to join with you in exhibiting both the attitude and actions required to fulfill goals, finish tasks, follow through on commitments, and fight for what is right and noble!

# EXPLORE YOUR POTENTIAL

## PERSONALITY

So what is my unique contribution when considering my **personality**?



### INTRODUCTION

At this point in the weekend, we will begin to drill deeper into this notion that **life is to be lived on purpose!**

So often, young college men just barely keep their heads above water... doing just enough to survive the demands of academics, relationships, and part-time jobs. Nobody intends to squander or misuse their days, and yet that is what often happens, particularly for young adults who feel immortal.

Every one of us knows that our days are numbered, but we tend to live each day as though we are guaranteed tomorrow. This is not the case. As a result, for the rest of this weekend together, we will examine the perspective and practices necessary to living an intentional life of influence and impact. The goal for every man is not merely surviving, but thriving!



### INTROSPECTION

Thinking about your personal life, take a few minutes and reflect. Have you ever privately wrestled with the questions:

What am I really living for? What is truly most important to me? Why do I do what I do? How can I even be sure I'm doing the best things?

Or have you ever found yourself wondering:

Where does all of my time go? Why can't I ever seem to get on top of my schedule? Why can my life sometimes seem so out of control? And even when I'm getting stuff done, why is there still this nagging sense that there is something missing?



## INSIGHT

The comprehensive change required to getting a handle on your life is **80%** about *big perspective* and only **20%** about *best practices*.



## INSTRUCTION

### 10 POWERFUL PERSPECTIVES ON LIVING LIFE ON PURPOSE

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- 1 Time management has little to do with managing your time and everything to do with managing yourself.
- 2 Every moment matters and should be maximized.
- 3 Time is to be invested, not spent.
- 4 You are not a slave to your schedule.
- 5 One day counts more than you can imagine.
- 6 People and relationships should be prioritized.
- 7 I am what I continually do.
- 8 Make choices each day with the end in mind.
- 9 If I fail to plan, I plan to fail.
- 10 I will not wake up one day having become someone I have not been becoming.



## INTERACTION

If you could choose just one of the powerful perspectives to reflect upon for five minutes every day, which one would you select and why?

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## INSIGHT

Your life is important. It matters. You matter. Most importantly, your potential is amazing, if you invest your life on purpose and live your life with precision and wisdom. So the **first step** to comprehensive change and putting you on the right path to living each day with the end in mind is about better understanding what makes you... you!

You are unique. There is only one of you on the planet, and this world needs you. Only you have your one-of-a-kind personality. Only you have your distinct combination of strengths. And only you have your specific composite of core values and passions.



## IDEA

So what is my unique contribution when considering **my personality?** The Meyers-Briggs Personality Type Indicator is a time-tested tool available to learn more about the 16 general personality types, as well as helping individuals identify their own personality composite. Visit [www.16personalities.com](http://www.16personalities.com)

### FOUR PREFERENCES



<p><b>ISTJ</b> Logistician</p> <p>Organizer Compulsive Private Trustworthy Practical</p> <p><b>MOST RESPONSIBLE</b> Does what needs done</p>	<p><b>ISFJ</b> Defender</p> <p>Amiable Behind The Scenes Ready To Sacrifice Accountable Prefers Doing</p> <p><b>MOST LOYAL</b> High sense of duty</p>	<p><b>INFJ</b> Advocate</p> <p>Reflective Introspective Quietly Caring Creative Linguistically Gifted</p> <p><b>MOST CONTEMPLATIVE</b> Inspiration to others</p>	<p><b>INTJ</b> Architect</p> <p>Theory Based Skeptical "My Way" Needs Competency World Is A Chessboard</p> <p><b>MOST INDEPENDENT</b> Everything can improve</p>
<p><b>ISTP</b> Virtuoso</p> <p>Very Observant Cool and Aloof Hands-On Practicality Unpretentious Ready For Whatever</p> <p><b>MOST PRAGMATIC</b> Will try anything once</p>	<p><b>ISFP</b> Adventurer</p> <p>Warm and Sensitive Unassuming Short Range Planner Good Team Member In Touch With Self</p> <p><b>MOST ARTISTIC</b> Sees much, shares little</p>	<p><b>INFP</b> Mediator</p> <p>Strict Personal Values Seeks Inner Order Creative Non-directive Reserved</p> <p><b>MOST IDEALISTIC</b> Helper to the hurting</p>	<p><b>INTP</b> Logician</p> <p>Challenges Others Absent-minded Needs Competency Socially Cautious</p> <p><b>MOST CONCEPTUAL</b> Loves problem solving</p>
<p><b>ESTP</b> Entrepreneur</p> <p>Unconventional Fun Gregarious Lives For The Moment Problem Solver</p> <p><b>MOST SPONTANEOUS</b> The ultimate realist</p>	<p><b>ESFP</b> Entertainer</p> <p>Sociable Spontaneous Loves Surprises Cuts Red Tape Juggles Many Projects</p> <p><b>MOST GENEROUS</b> Enjoys the thrill of life</p>	<p><b>ENFP</b> Campaigner</p> <p>People Oriented Creative Seeks Harmony Life of the Party More Start Than Finish</p> <p><b>MOST OPTIMISTIC</b> Lives life to the fullest</p>	<p><b>ENTP</b> Debater</p> <p>Argues Both Sides Brinkmanship Tests The Limits Enthusiastic New Ideas</p> <p><b>MOST INVENTIVE</b> Loves a challenge</p>
<p><b>ESTJ</b> Executive</p> <p>Order and Structure Sociable Opinionated Results Driven Producer</p> <p><b>MOST HARD CHARGING</b> Gets it done now</p>	<p><b>ESFJ</b> Consul</p> <p>Gracious Good Interpersonal Skills Thoughtful Appropriate Eager To Please</p> <p><b>MOST HARMONIZING</b> Invites and includes</p>	<p><b>ENFJ</b> Protagonist</p> <p>Charismatic Compassionate Possibilities For People Ignores The Unpleasant Idealistic</p> <p><b>MOST PERSUASIVE</b> Successful smooth-talker</p>	<p><b>ENTJ</b> Commander</p> <p>Visionary Gregarious Argumentative Systems Planners Take Charge</p> <p><b>MOST COMMANDING</b> Someone others follow</p>

Special thanks to the great minds at [www.16personalities.com](http://www.16personalities.com) and **Otto Kroeger Associates** for their creative language that adds depth and description to the Meyers-Briggs Personality Type Indicator.



## INTROSPECTION

How do you feel about the results of your personality test? Does the description feel like it fits you?

As you read about how your personality type manifests itself in strengths-weaknesses, career paths, workplace habits, friendship, romantic relationships, and parenting at [16personalities.com](http://16personalities.com) - what are your thoughts?

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Special thanks to Dr. C.G. Jung (Theory of Psychological Types) and Isabel Briggs Myers & Katharine Briggs (Myers-Briggs Personality Type Indicator) for their fantastic contributions to helping human beings better understand themselves!

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## INTERACTION

### WHO'S WHO IN THE ROOM?

(E's meet I's; S's meet N's; T's meet F's; P's meet J's; A's meet T's)

What was your experience of the exercise? What did you feel and/or think as you participated?

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## INVITATION

### *WAKE UP*

...to the reality that a comprehensive approach to living life to the fullest begins with an important first step of determining how you are wired and what makes you... you.

### *RISE UP*

...and realize that there is only one of you in the global community, on your campus, and in your chapter. Furthermore, your one-of-a-kind personality has the potential to make a unique contribution in each space and place you find yourself.

### *STEP UP*

...and engage in a process of self-discovery to determine your personality type, so that you will better understand where you find energy, how you learn and synthesize information, the manner in which you make decisions, and how you organize your life.

# EXPLORE YOUR POTENTIAL

## STRENGTHS AND TALENTS

What is my unique contribution when considering my **strengths and talents**?



### INSIGHT

Your personality is about how you are wired, whereas your talents predict in what ways you will win, if you commit to developing these talents into strengths!

What activities have you participated in that feel deeply satisfying and give you a sense of accomplishment? When do you feel most alive? When do you feel successful? When others compliment you, what do they say?

The answers to these questions point to the second puzzle piece of your personal assessment: your personal talent/strength themes.



### INTROSPECTION

When your family and friends offer you a compliment, what specific sentiments do they share? *It is likely that your answer to this question is a great start in identifying your areas of greatest strength.*

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## INSTRUCTION

### STRENGTHSQUEST

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The purpose of StrengthsQuest ([www.strengthsquest.com](http://www.strengthsquest.com)) is to start you on the path to developing your strengths by helping you discover your most dominant talents. Talents, as they are cultivated over time, will often develop into strengths.

The more dominant the talent, the greater the potential for strength. The Clifton Strengths measures the presence of talents in 34 thematic areas. As the top five themes are identified in an individual's life, this powerful insight will enable each emerging leader to focus their energy on their most dominant talents. The priority is to focus on developing strengths rather than reversing weaknesses. Through the lens of a strengths-based perspective, Phi Kappa Theta brothers are empowered to identify options and create opportunities where their talents can ripen into strengths.

Achiever  
Activator  
Adaptability  
Analytical  
Arranger  
Belief  
Command  
Communication  
Competition  
Connectedness  
Consistency  
Context

Deliberative  
Developer  
Discipline  
Empathy  
Focus  
Futuristic  
Harmony  
Ideation  
Includer  
Individualization  
Input  
Intellection

Learner  
Maximizer  
Positivity  
Relator  
Responsibility  
Restorative  
Self-Assurance  
Significance  
Strategic  
Woo

If you have taken the StrengthsQuest Assessment, write 1-5 next to your corresponding strengths in this field manual.



## INTERACTION

Step forward and add your name and five talent/strength themes to the master Regional Leadership Conference chart for your brothers to learn who is in the room.



## INSTRUCTION

### THE FOUR DOMAINS OF LEADERSHIP STRENGTH

As significant as the identification of strengths themes in and of themselves, there is also great value in learning which of the four domains of leadership strength (executing, influencing, relationship building, and strategic thinking) hold your five talents/strengths.

<b>EXECUTING</b>	<b>INFLUENCING</b>	<b>RELATIONAL</b>	<b>STRATEGIC</b>
Achiever	Activator	Adaptability	Analytical
Arranger	Command	Connectedness	Context
Belief	Communication	Developer	Futuristic
Consistency	Competition	Empathy	Ideation
Deliberative	Maximizer	Harmony	Input
Discipline	Self-Assurance	Includer	Intellection
Focus	Significance	Individualization	Learner
Responsibility	Woo	Positivity	Strategic
Restorative		Relator	

Special thanks to Dr. Donald Clifton for his fantastic contribution to helping human beings better understand themselves!



## INTROSPECTION

Circle each of your five strengths within the Four Domains of Leadership Strength chart. What does this demonstrate to you about yourself?

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## INTERACTION

Share with the large group where each of your five talents land in the four domains. The facilitator will also share his strengths themes, his prominent domains, and field questions from the brothers about the significance of these findings and the StrengthsQuest exercise, in general.



## INVITATION

### WAKE UP

...to the reality that your unique you is a combination of both personality and strengths, and that this intersection of temperament and talents is the solid foundation on which to explore your potential.

### RISE UP

...and stop comparing yourself to others in hopes of becoming like them. No more wishing that you had *these other* personality characteristics or *those other* strengths. Stated again, there is *only one of you* in the entire world, and your community and chapter would be blessed if you resisted the temptation to be preoccupied with your weaknesses... and instead, leveraged your strengths to serve others.

### STEP UP

...and focus your best energies on cultivating your innate talents, so that these natural abilities will mature into strengths that can be channeled to maximize your potential in every arena of life.

# EXPLORE YOUR POTENTIAL

## CORE VALUES & CALLING

What is my unique contribution when considering my **core values and calling**?



### INSTRUCTION

#### TWELVE CONSIDERATIONS WHEN EXPLORING YOUR POTENTIAL

- **Your Character** (who you are becoming)
- **Your Companions** (who you are with)
- **Your Community** (where you belong)
- **Your Career** (what you do professionally)
- **Your Choices** (what you do personally)
- **Your Competencies** (what you can accomplish)
- **Your Causes** (where you create change)
- **Your Charities** (what you fund and support)
- **Your Contribution** (what difference you make)
- **Your Compass** (who or what guides you)
- **Your Core Values** (what drives and fuels your deepest desires)
- **Your Calling** (why you are here)



### INTROSPECTION

As you look at this list of twelve considerations for exploring your purpose, which are the three you most often think about... and which three rarely cross your mind?

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## INTERACTION

Who would be willing to share with the larger group maybe one or two of your most-considered or least-considered C's?



## INSIGHT

What am I really living for? What is ultimately most important to me? How do I want to be remembered? What do I desire others to say about me at my 90th Birthday Party or even at my funeral? What will be my lasting legacy?

It is only questions of this nature that have the propensity to unearth those deepest desires that are buried deep down inside of us. Sadly, these are questions that we often avoid during adolescence and early adulthood, because they feel unsettling and even scary.

This is unfortunate, because it is these very questions that have the force to awaken those hibernating thoughts of ultimate meaning. Personality temperament and strengths themes can be easily identified with simple online tools, but this final step of completing your personal assessment will be most challenging and will require a bit more courage.

**Discovering your core values and calling will be your most important task as an emerging adult**, so please take the lessons and exercises of this session very seriously.



## INSTRUCTION

### **TWO STEPS FOR ASSESSING CORE VALUES & CALLING**

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Step #1: The 90th Birthday/Funeral Journal (Core Values)

Step #2: The Personal Mission Statement (Calling)

## THE 90TH BIRTHDAY/FUNERAL JOURNAL

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### EXPECTATION

To answer the question: What do I want to be said of me at the end of my life?

### EXERCISE

In an attempt to identify your core values, create a birthday/funeral journal that contains very specific words and thoughts that you would hope others (family, friends, co-workers) would express about you in the final season of your life.

### EXAMPLES

Snippets From Dr. Michael Brown's Funeral Journal

#### I WANT MY WIFE TO SAY

- Although Michael loved serving other people, it was apparent that he was happiest at home with us.
- Michael shared his life with me. I really knew him. All that he felt and thought, I knew.
- Although Michael was so strong and steady – when he was hurting, he wasn't afraid to cry in front of us.
- His dealings with me each day helped me to know God's unconditional love for me. God used Michael as His instrument to love me.
- In the context of Michael's commitment to his career – his greatest passion was to establish a legacy through our family.
- Michael's kindness, gentleness, and patience with me transformed my life.
- Michael's love for God was real. It wasn't just talk. He knew God.
- The powerful principles Michael shared with conference crowds, he lived at home.
- Although people were attracted to Michael as a person and people vied for his time and energy, he never let anyone get closer to him than me.
- Michael's charisma in public translated at home into a pursuit of his family.
- Michael prayed with me and for me daily.
- Michael was the leader in our marriage and our home; he set the environment for all of us – and it was an environment of grace.
- Michael was a great listener, and was quick to encourage, comfort and validate my feelings.
- I was the apple of Michael's eye, and I never doubted that.

## **I WANT MY CHILDREN TO SAY**

- Dad loved Mom more than anyone or anything else.
- Dad was so affectionate with Mom, that at times, we were embarrassed.
- We never remember our Dad saying something on stage that he didn't live at home.
- I can't ever remember a day when Dad didn't tell us "I love you."
- Dad was our greatest fan and biggest cheerleader.
- Dad always made time to just sit, play and talk.
- Dad's work rarely got in the way of special family times and significant activities.
- No matter what Dad was doing or regardless of how busy he was, we always had access into his presence.
- My Dad is my best friend.
- I want to have my parents' marriage.
- When Dad made a mistake, he would always tell us that he was sorry.
- My friends always said he was cool and wished they had a dad like mine.
- I could always talk to my Dad about anything.
- Dad laughed harder than anyone we ever knew.
- Most of what I know about God and faith, I learned from my Dad.
- When my Dad said he would do something, he did it.
- Daughters: I want to marry someone just like my Dad.
- Sons: My Dad taught me how to be a man, and he modeled what that looked like.

## **I WANT MY BEST FRIENDS TO SAY**

- Michael finished the race of life well.
- Michael's life was characterized by integrity, humility, and purity.
- Whenever I needed Michael, he was always right there.
- As I watched Michael's interactions with Teresa and the kids, I got a clearer picture of God's plan for the family.
- Michael was a man of great passion and compassion.
- Michael wasn't afraid to ask the tough questions. He cared too much about me.
- Michael's life vision was focused. He knew his purpose in life and lived each day in light of that purpose.

## **I WANT MY COLLEAGUES TO SAY**

- Michael invested in my life.
- I never felt used or manipulated by Michael to further his career.
- Michael was down to earth. He was real.
- Michael cared about me. He showed it, and he said it.





## THE PERSONAL MISSION STATEMENT

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### EXPECTATION

To answer the question: How do I make certain that my core values are infused into a concise paragraph that best articulates a compelling description of my unique calling?

### EXERCISE

Create a Personal Mission Statement

### EXAMPLE

Michael Brown's personal mission in life is to be a man of purpose, focus, integrity and character whose public and private worlds are in sync, who passionately demonstrates love for his wife, children and closest friends with selfless service, genuine friendship and the sacrifice of time and verbal expression – and who is actively engaged in developing the leaders of tomorrow in each of the twelve dimensions of their lives, as well as mentoring the next generation of young men into personal wholeness and R.E.A.L. manhood.



### INTROSPECTION

Invest 10 minutes now to start the process of imagining 1-2 brief phrases that might be included in your personal mission statement. (Use the worksheet on the next page to generate potential ideas.)

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### INTERACTION

Publicly share with the larger group just one of those potential personal mission statement phrases.

## PERSONAL MISSION STATEMENT WORKSHEET

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The following seven statements are simply examples of ways you might format components of your personal mission statement.

1. “To ... [what you want to achieve, do or become] ... so that ... [reasons why it is important]. I will do this by ... [specific behaviors or actions you can use to get there].”

**Example:** To give generously of my time, talent and treasure so that others may benefit from my life and gifts. I will do this by seeking opportunities and situations where I might be of meaningful service to others.

2. “I value ...[choose two to three values]... because ...[reasons why these values are important to you]. Accordingly, I will ...[what you can do to live by these values].”

**Example:** I value loyalty and dedication because relationships and commitment are important to me. I will finish what I start and not back down from a commitment.

3. “To develop and cultivate the qualities of ...[two-three values/character traits]... that I admire in ...[an influential person in your life]... so that ...[why you want to develop these qualities].”

**Example:** To develop and cultivate the qualities of a REAL man so that I can positively influence other men, and live a life of purpose.

4. “To live each day with ...[choose one to three values or principles]... so that ...[what living by these values will give you]. I will do this by ...[specific behaviors you will use to live by these values].”

**Example:** To live each day with perspective and purpose so I am not overwhelmed or discouraged by meaningless moments or circumstances. I will do this through personal reflection, in community with close friends, by believing that my life has great value.

5. “To appreciate and enjoy ...[things you want to appreciate and enjoy more] by ...[what you can do to appreciate and enjoy these things].”

**Example:** To appreciate and enjoy quiet moments by closing my eyes and breathing deeply and slowly.

6. “To treasure above all else ...[most important things to you] by ...[what you can do to live your priorities].”

**Example:** To treasure above all else my family, friends, and new acquaintances by serving, sharing, and listening more than speaking.

7. “To be known by ...[an important person/group]... as someone who is ...[qualities you want to have]...; by ...[some other person/group]... as someone who is ...[other qualities].”

**Example:** To be known by all who meet me as someone who appreciates life; by my wife as a man of integrity; by my sons as a tender warrior; by my friends as a trusted confidant; and by those with whom I work as a selfless servant.

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Conceptualized by Andy Alt (Dr. Michael Brown’s Best Friend & Co-Creator of the Vanguard Men’s Community)

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### *WAKE UP*

...to the reality that “death is the destiny of every man” (Ecclesiastes 7), that “all men are like grass and their glory is like the flowers of the field... grass that will wither and flowers that will fall” (Isaiah 40), that “my life is merely a breath” (Job 7), and that “we do not know what will happen tomorrow, because our lives are a mist that appears for a little while and then vanishes (James 4).”

### *RISE UP*

...and complete the two most important exercises for this season of your life: creating a birthday/funeral journal and crafting a personal mission statement.

### *STEP UP*

...and commit to living each day on purpose with the end in mind, and inviting others to do the same.

# EXECUTE YOUR PLAN

## YOUR LIFE

How can I really make a difference?



### INSIGHT

At this point in this weekend, you have started the most challenging and time-consuming work of **Making Your Move**: *developing perspective!*

Remember: perspective is 80% of the work to experiencing transformational change in your life, and the remaining 20% of the journey is about implementing a proactive plan of Five Best Practices.

### WORD OF CAUTION

If you choose to rush through the slow and reflective process of investing in the Comprehensive Personal Assessment (personality, talents/strengths, core values, and calling) of Sessions 5-7, you will inevitably run out of steam and fail to sustain the following best practices: *Acknowledging, Asking, Activating, Acting, and Assessing!*

That noted, to execute a life plan that values the uniqueness of who you are, continues to reflect your personal calling, and fuels your ability to make a real difference – there is a five-step process that should be repeated and replicated over and over and over again.



### INSTRUCTION

#### 5 BEST PRACTICES

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- Best Practice #1: *Acknowledging*
- Best Practice #2: *Asking*
- Best Practice #3: *Activating*
- Best Practice #4: *Acting*
- Best Practice #5: *Assessing*

## BEST PRACTICE #1: ACKNOWLEDGING

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How do I currently spend my time?

The big difference between **urgent** and **important**.

### URGENT

visible, pressing matters  
right in front of us  
emphasis on activity  
reacting to

### IMPORTANT

invisible, non-pressing matters  
often in the background  
emphasis on mission and values and real results  
acting upon

## COVEY'S TIME MANAGEMENT MATRIX



- Quadrant I** urgent and important
- Quadrant III** urgent, but not important
- Quadrant IV** not urgent and not important
- Quadrant II** important, but never urgent



## INTERACTION

Speak out to one another a brainstormed list of potential Quadrant I, II, III... and finally, Quadrant IV activities.



## INTROSPECTION

What one thing could you do (that you aren't doing now) – that if you did on a regular basis would make a tremendous, positive difference in your personal life? Your character? Your spiritual life? Your relationships? Your personal development? That would contribute to the fulfillment of your personal mission statement?

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## INTERACTION

What do you think of these two quotes?

“I see a startling number of exhausted, mentally empty people who have stopped growing and are spending their lives in the pursuit of little more than amusement. I use the word amusement, because of its literal meaning: ‘function without thought.’”

GORDON MACDONALD

“Leisure and amusement may be enjoyable, but they are to the private world of the individual like cotton candy to the digestive system. They provide a momentary lift, but they do not last.”

GORDON MACDONALD

## BEST PRACTICE #2: ASKING

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What should be the *big rocks* in my schedule?



### INTROSPECTION

In light of the earliest conceptualization of your emerging personal mission statement, what do you imagine would be some of your Quadrant Two activities?

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## BEST PRACTICE #3: ACTIVATING

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Putting the *big rocks* into my weekly schedule first!

### A WISE THOUGHT

The key is not to prioritize what is on my schedule, but to schedule my priorities.

DR. STEPHEN COVEY

### A WEEKLY TASK

Take *thirty minutes* at the beginning of each week to decide: “What do I want to be true of this next week? Where will I choose to invest this week? How will my personal mission statement be lived out this week?”

## BEST PRACTICE #4: ACTING

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Sticking to and staying true to the pre-planned weekly schedule!



### INTROSPECTION

What has been your personal experience with the notion of sticking to a schedule?  
What do you find most often sabotages your personal desire to maintain consistency in following through with your pre-determined choices?

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### INTERACTION

Share: What do you imagine will be the biggest struggle with actually **acting** out this step of the plan?

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## BEST PRACTICE #5: ASSESSING

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Regular Evaluation: How am I doing and is this working?

### THREE WEEKLY QUESTIONS

#### ASSESSING MY PERSPECTIVE

- 1 How am I living?

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- 2 Who am I becoming?

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- 3 What am I truly accomplishing?

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#### ASSESSING MY PROACTIVITY

- 1 What are my priorities for this coming week?

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- 2 Where have I been out-of-balance?

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- 3 Where do I need to adjust things a bit?

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### INSIGHT

There will be amazing benefits to implementing these five routines into your daily and weekly rhythm, beginning with these four immediate results:

- 1 You will actually have more free time and more opportunity for spontaneity.
- 2 You will diminish your stress level as you live each day with purposeful intention.
- 3 You will learn to say yes and no at appropriate times.
- 4 You will lie down to bed at night feeling fulfilled and satisfied, instead of numb and unproductive.



### INTERACTION

Share with the large group which one of these four results do you feel will be immediately most beneficial for you in your current life and reality.



## INVITATION

### WAKE UP

...to the reality that a meaningful life that is both purposeful and powerful does not ever happen by accident! Living a worthy life requires *premeditation*: a plan of proactive choices built upon a foundation of a powerful perspective!

### RISE UP

...and make certain that your priorities are both planted and protected within your weekly schedule.

### STEP UP

...and commit to 30 minutes each and every week of 2018 (and beyond) to acknowledging, asking, activating, and assessing - so that you are guaranteed to **act** in step with your calling each and every day in light of your personality, strengths, and core values.



# EXECUTE YOUR PLAN

## YOUR FRATERNITY

How can we really make a difference?



### INSIGHT

You are here this weekend because you care about who you are becoming as a man, but you also made this two-day investment because you are passionate about your Phi Kappa Theta Brotherhood!

No doubt, you are an Influencer in your local chapter back on campus!

Regardless of your current role as an established leader or an emerging leader, you can make a difference in the lives of your brothers and in the health of the fraternity.

My hope is to conclude this weekend with a final session that will *help you... help them!*



### INSTRUCTION

In Session 2, you were introduced to these Eight Essentials for Your Fraternity (see page 10)... that if envisioned and experienced, would change everything!

However, one theme has emerged this weekend that must be restated here: No significant and lasting change will magically happen on accident, nor without a plan.

So in our final few minutes together, we will discuss Dr. Michael Brown's proposed executable action points in Four of the Essentials: Perspective, Preparation, Priorities, and People.



## IMPLEMENTATION

### IMPLEMENTATION #1: PERSPECTIVE

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the dream of who we are becoming as a brotherhood  
and how I envision a positive future for my chapter

#### Action Point

Reframe the 90th Birthday/Funeral Exercise for the Fraternity into a 50-Year Chapter Anniversary Tribute. Gather the brothers together and engage in a brainstorming session of specific words and thoughts that everyone hopes would be said about the local fraternity by alumni, campus administrators, members of other fraternities, and even non-Greek-affiliated students at this 50th Anniversary Celebration.

### IMPLEMENTATION #2: PREPARATION

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the intellectual, leadership, social, and spiritual  
development of members required to become a positive  
community of gentlemen and servant leaders

#### Action Point

Introduce the LIFEGIVER Acrostic to the chapter membership for discussion and evaluation, and invite the brothers to talk openly and honestly about this question:  
*Does our local brotherhood feel lifegiving or lifetaking?*

Feel free to utilize DMB's Lifegiver Discussion Tool in Appendix 1

### IMPLEMENTATION #3: PRIORITIES

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that my brothers are growing into effective leaders who  
passionately serve society, Fraternity and God

#### Action Point

Engage in a Chapter discussion about Covey's Four Quadrants in order to clarify the priorities of the Fraternity. Begin with brainstorming the most common Quadrant I, III, and IV activities that consume the chapter's business and social calendar. Secondly, pose the question: *In light of the 50-Year Anniversary Tribute Exercise, what do they imagine are some Quadrant II (Important, but not Urgent) activities that need to be prioritized, as well?*

## IMPLEMENTATION #4: PEOPLE

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cultivating powerful comradery, positive communication, and progressive conflict resolution while pursuing a common mission and vision

### Action Point

Set aside an entire day for an honest and transparent conversation about the health of the chapter's brotherhood: comradery, communication, and conflict resolution. As part of this workshop, develop a Brotherhood Covenant that is framed and displayed in a prominent place in the house and revisited at least monthly during chapter meetings.

Feel free to utilize DMB's Brotherhood Covenant Tool in Appendix 2



## INTERACTION

In conclusion, share with one another about:

Your fear about the future of your chapter:

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Your faith about the future of your chapter:

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## INVITATION

### WAKE UP

...to the reality that you can make a meaningful difference in your chapter, your community, across culture, and throughout the country. The choice is yours!

### RISE UP

...and be the example and embodiment of a Phi Kappa Theta gentleman and servant leader. Become the change you desire in others!

### STEP UP

...and be an encouraging and expressive advocate and activist within your chapter this year and beyond. Cultivate noble dreams alongside of your brothers; cheer them on in the difficult process of *deciding* and *doing*; and celebrate even those small and significant successes of *discipline* and *development*.

# MAKE YOUR MOVE

## STEP UP

...and take ownership for your life and choose to invest in the process of strengthening all eight essential ingredients required to experience your possibilities.

...and carefully consider how to strengthen each of the eight essentials required to fully experiencing your Fraternity's dreams and possibilities.

...and take personal ownership for your personal choices, and admit to yourself and others in what ways that your positive and poor decisions have contributed to your current reality.

...and choose to be an All-Out in life and in your servant leadership role within the Fraternity... while kindly inviting others to join with you in exhibiting both the attitude and actions required to fulfill goals, finish tasks, follow through on commitments, and fight for what is right and noble!

...and engage in a process of self-discovery to determine your personality type, so that you will better understand where you find energy, how you learn and synthesize information, the manner in which you make decisions, and how you organize your life.

...and focus your best energies on cultivating your innate talents, so that these natural abilities will mature into strengths that can be channeled to maximize your potential in every arena of life.

...and commit to living each day on purpose with the end in mind, and inviting others to do the same.

...and commit to 30 minutes each and every week of 2018 (and beyond) to acknowledging, asking, activating, and assessing – so that you are guaranteed to act in step with your calling each and every day in light of your personality, strengths, and core values.

...and be an encouraging and expressive advocate and activist within your chapter this year and beyond. Cultivate noble dreams alongside of your brothers; cheer them on in the difficult process of *deciding* and *doing*; and celebrate even those small and significant successes of *discipline* and *development*.

Find more information at [phikapxp.com/bbla](http://phikapxp.com/bbla)

# LIFEGIVER

Loving I ntentional F un E xpressive G enerous I nquisitive V igorous E nthusiastic R esponsive

## THE PROBLEM

Most fraternity men are lifetakers (self-consumed and self-absorbed).

## WHY LIFETAKERS AREN'T OFTEN LIFE GIVERS

- They may be preoccupied with what other people think about them.
- They care about people, but only to the degree that they get something out of them for their personal benefit.
- They are stuck in the comparison trap.
- They are selfish... and make life all about them.
- They may have never seen lifegiving modeled in their past or current family, social, or professional environments.
- They suffer from the leaky bucket syndrome.

## THE CHALLENGE

**1. Reflect.** Review and rank the acrostic and best practices: top three and bottom three with root causes.

**2. Reach Out.** Ask two or three close friends: Am I more of a lifetaker or a lifegiver? What are some lifegiving qualities I possess? What are some lifetaking qualities I possess?)

**3. Resolve.** Decide to embark on the journey of rejecting a life of self-interest and self-absorption and pursuing a lifegiving path of leadership and influence.

## DECIPHERING YOUR LIFE GIVING LEADERSHIP QUOTIENT (LQ)

- Have you ever permanently broken yourself of a bad habit?
- How do you respond when things go wrong for you?
- How do you handle criticism?
- Do you readily secure the cooperation of others and win the respect and confidence of others?
- Would people trust you with handling a very difficult and delicate situation?
- Can you align people to happily do something - which they would not normally wish to do?
- Can you accept opposition to your viewpoint, without feeling defensive?
- Do you find it easy to make and keep friends?
- Are you dependent on the praise and approval of others to keep going forward in a particular task?
- Are you at ease in the presence of superiors and strangers?
- Are you really interested in people?
- Do you possess tact - being able to anticipate the likely affect of a statement before you make it?
- Do you nurse resentments, or do you forgive quickly injuries done to you?
- Are you naturally optimistic or pessimistic?
- Do other people's failures annoy you?
- Are you naturally critical or affirming?
- Do you shun the draining person or seek them out?

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Revised from J. Oswald Sander

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## BEST QUALITIES AND PRACTICES OF A LIFEGIVER

Loving an individual means...

- accepting them unconditionally, regardless of their behavior or beliefs.
- serving them and meeting their needs tangibly.
- caring about them, putting down your guard and letting your heart feel.
- showing love to them.

Being **intentional** with an individual means...

- going to them, and not waiting for them to come to you.
- hanging out in their world and on their turf.
- moving close, making eye contact and engaging.
- making that phone call, setting up that hang out time and stopping by their home.

Having **fun** with an individual means...

- doing fun stuff with them, without an agenda.
- being their friend, just because.
- being spontaneous.
- laughing at their jokes, enjoying their quirks and celebrating their joys and successes.
- diving headfirst into their world of interests - taking risks and trying new things with them.

Being **expressive** with an individual means...

- encouraging their strengths and unique contributions.
- telling them how you feel about life - both the good and bad.
- telling them how you feel about them and their friendship.
- letting them see the emotions that flow from your pain and pleasure.
- sharing life-words, with no expectation of verbal feedback.

Being **generous** with an individual means...

- sacrificing your time to be with them.
- sharing your prized and precious possessions with them.
- being generous with your financial resources.
- seeking out opportunities to meet tangible needs in their lives.
- the willingness to share your heart, desires and dreams.

## Being **inquisitive** with an individual means...

- being sincerely interested in other people.
- rejecting passivity in conversations.
- a willingness to carry most of a conversation, until a certain comfort level is achieved.
- not giving up on the quiet or socially awkward person.
- taking risks to explore with them the deeper issues of life; talking about things that matter.
- courageously asking personal questions in a caring way.
- understanding the importance of timing and tact.
- asking intelligent, open-ended questions.

## Being **vigorous** with an individual means...

- persistence despite relational barriers.
- asking probing questions to uncover the root issues.
- responding to relational distance with expressive care.
- not shrinking back when conversations get tense.
- forging ahead even when friendship is not reciprocated.
- being the first to pursue resolving conflict or acknowledging relational tension.

## Being **enthusiastic** with an individual means...

- approaching each day with an optimistic outlook.
- running after them with your heart, not just your feet.
- being energetic and excitable when with them.
- laughing hard with them.
- giving your friendship with them your all.

## Being **responsive** with an individual means...

- being fully engaged when they are sharing with you.
- learning to use the power of touch as relational glue.
- maintaining great eye contact in conversation.
- responding quickly to their initiative – either by phone, email or in person
- replacing that blank stare with an expressive and interested facial expression.
- verbal and non-verbal responses – when they are speaking.
- becoming a student of your friend...seeking to know and understand their ways.
- picking up on their cues for help – and doing something about it.
- “rejoicing with those who rejoice and mourning with those who mourn.”

## APPENDIX 2 | THE PHI KAPPA THETA BROTHERHOOD COVENANT

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We, the brothers of Phi Kappa Theta at \_\_\_\_\_University, commit to diligently preserving the ideals of our chapter, by first and foremost pursuing R.E.A.L. manhood in our personal lives, making the unity of our brotherhood of highest priority, and committing to living out the principles of masculine friendship as prescribed by our forefathers and mentors.

Knowing that the excellence of our larger chapter will only be as strong as the health and depth of our friendships with each other, we commit to making every effort to wholeheartedly live out this portrait of powerful masculine friendship on a daily basis.

We also realize that as imperfect men in an imperfect world, we will fail to fully live up to the commitments within this covenant – and yet, we commit to pushing past our shortcomings, learning from our mistakes and aspiring to these precious values with great passion.

I will speak to each of you with honor, respect, and dignity.

I will celebrate my personal successes with you, knowing that my successes in life are somehow tied to my connection with and support from each of you. I will choose to believe that we are on this journey together!

I will welcome any feedback from you regarding my personal life, choices, or overall fraternity life – and when there is consensus among the brothers regarding changes that are required in my life, I will submit to these men.

I will not assume that I know what is going on within your heart. I commit to asking clarifying questions, before jumping to conclusions. I commit to believing the best in regard to your motives, decisions, and actions.

I will not speak a negative word about any man in this brotherhood to any person outside of this brotherhood, ever!

As well, if I ever feel frustrated, hurt, or annoyed by you – I will speak to you face-to-face about these things, as soon as possible. I will be diligent to repair any tension or break in our friendship, and to completely restore our closeness.

I will not withdraw from you or blow you off in my heart. In our differences, disagreements, or preferences – I commit to moving toward you as my friend. If I am confused by something I see in you, I will talk to you about it.

If I see something in your life that I believe does not reflect or honor the ideals of our brotherhood, I will care enough about you to humbly bring that to your attention. I will reject the notion that it is ‘none of my business’ or ‘not my place.’

If I see you have an emotional, relational, or physical need, I will reach out to you and seek to help. I will commit to picking up the wounded and hurting within our community, doing whatever it takes to help restore them.

As I seek to resolve tension with you, I will commit to being first concerned with how I have wronged you, before examining how you have wronged me. I will repent of any poor choices that have negatively affected our personal friendship or the morale of the larger community. And as you repent of any wrong done to me, I will always forgive you.

When I fail, I will not hide from you, but I will bring the specifics of my choices into the light with men in this community. And if I am struggling with anything of significance, I refuse to bottle up my problems or attempt to “go it alone.”

When you come to me with a concern or criticism, I commit to being open and receptive to your input, assuming that there is a good reason for your initiative with me, and I will carefully consider what you say.

As we interact, I will look not only as to how I can give to you, but eagerly seek the blessing of receiving from you. I will not shrink back from needing you, depending on you, or leaning on you. I will allow myself to rely on you.

I commit to you verbal expressions of appreciation and love. If I am encouraged by your life, growth, successes, decisions, or gestures – I will not rob you of the joy of hearing how proud I am of you. I will not shrink back from expressing affection.

If we have a scheduled time for meeting together as a brotherhood, I will never blow off; I will make sacrifices to be there. And if something comes up, I will ask for the leadership’s permission to miss the function, and will keep everyone in the loop as to the reasons for my absence. I am well aware that my absence affects the entire community.

I commit to knowing, understanding, and appreciating you, not only as a part of Phi Kappa Theta, but as a friend as well.

Signed \_\_\_\_\_ Dated \_\_\_\_\_

As you continue to edge closer to 25 years of age, there are several principles and practices of a successful and fulfilling life that should be considered earlier rather than later.

Sadly, for many college men, they lack mentors who can speak words of wisdom during the turbulent transition from boyhood to manhood. Most guys attempt to make sense of their desires, choices, relationships, and overall personal life on their own.

Stepping into adulthood alone and confused is avoidable. Phi Kappa Theta Brothers believe that together is better. So this weekend, let's consider 25 powerful ideas, that if internalized and applied, will guarantee a rewarding and meaningful future.

**Thing #1:** Knowledge is very different than wisdom.

**Thing #2:** I cannot impart what I do not possess.

**Thing #3:** I cannot do it alone; self-sufficiency is a frustrating venture.

**Thing #4:** Adulthood doesn't just happen.

**Thing #5:** I am only as healthy as the friends who are at my side.

**Thing #6:** Who I am when no one is looking is who I really am.

**Thing #7:** Love is risky business, but is always worth the risk.

**Thing #8:** My time will be spent or invested, but never saved.

**Thing #9:** Delaying immediate gratification is the most important skill in life.

**Thing #10:** The world does not revolve around me.

**Thing #11:** Personal wellness is a result of cultivating each of the twelve dimensions\* of life.

**Thing #12:** Life is difficult and hard.

**Thing #13:** I am only as strong as my ability to deal with my greatest weakness.

**Thing #14:** While I cannot choose my circumstances, I can always choose my response to my circumstances.

**Thing #15:** Every choice counts and every moment matters.

**Thing #16:** My legacy will be merely an accumulation of my daily choices.

**Thing #17:** I am never going to wake up one day having become someone I have not been becoming.

**Thing #18:** A lack of discipline in just one area of life is the first step onto the slippery slope of an undisciplined life.

**Thing #19:** Blaming people and things for my problems is a waste of precious time.

**Thing #20:** God is not my genie.

**Thing #21:** You can choose your way into change.

**Thing #22:** Happiness is merely a byproduct of a life well lived.

**Thing #23:** The path to finding my life is to lose it.

**Thing #24:** People change, but people don't change people.

**Thing #25:** Life is a mist, so maximize every moment.

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\*The Twelve Dimensions of Life: Personal, Physical, Emotional, Relational, Intellectual, Spiritual, Moral, Vocational, Cultural, Sexual, Recreational, and Financial

## APPENDIX 4 | THREE WORDS THAT WILL CHANGE YOUR LIFE

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Just be you	Kiss gossip goodbye	Stay the course
Delay immediate gratification	Smile at others	Cultivate healthy patterns
Establish a routine	Predetermine sexual boundaries	Handle anger constructively
Tell the truth	Ask for guidance	Eat less dessert
Give a hug	Offer an apology	Spend time alone
Ask tough questions	Find a mentor	Get off couch
Express your emotions	Give something away	Seek out experts
Look beyond yourself	Fulfill that promise	Consider different perspectives
Invest in people	Cease complaining today	Critique peer advice
Cultivate close friendships	Wake up earlier	Think before speaking
Schedule your priorities	Create a schedule	Sit in silence
Make eye contact	Write a letter	Admit your mistakes
Don't give up	Join spiritual community	Update your wardrobe
Trim your beard	Consume less calories	Floss your teeth
Make your bed	Sweat every day	Stop viewing pornography
Call a friend	Don't blame others	Drink less beer
See a counselor	Stop making excuses	Never post criticism
Write down goals	Eat more veggies	Focus on becoming
Establish a budget	Clean your room	Develop your talents
Be on time	Put others first	Maximize every moment
Compliment your critic	Do not procrastinate	Embrace your limits
Laugh hard often	Count to 100	Establish exercise routine
Sing out loud	Pay off debt	Start a journal
Don't hold grudges	Limit social media	Initiate with strangers
Quit name calling	Resolve conflict quickly	Take a risk
Share that secret	Prioritize your family	Avoid divisive people
Show your appreciation	Celebrate others' successes	Talk to yourself
Resist the temptation	Consider the source	Learn something new
Establish dating standards	Ask him/her out	Express your spirituality
Drink more water	Stop justifying addictions	Tend to details
Follow the directions	Do it now	Be problem solver
Beat the deadline	Develop mission statement	Daily review values
Proofread your emails	Open your heart	Be fully present
Iron your shirt	Squeeze a shoulder	Develop character first
Talk to God	Give money away	Drop numbing entertainment
Practice saying no	Seek sexual consent	Explore new places
















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Dr. Michael Brown is the Founder, Lead Coach, and Chief Consultant of **DMB Coaching**.

Over the past two decades through national leadership as a management consultant, life coach, motivational speaker, and organizational architect, Michael has engaged thousands of university and community clients in exploring their purposes, relationships, and directions, with special emphasis on developing in each of the Twelve Dimensions ® of Life.

Michael travels extensively regionally and nationally – sharing with college students, higher education professionals, business leaders, and faith communities his insights on human development, life management, dynamic relationships, social justice, redesigning and rebranding organizations for success, and his original Lifegiver ® Leadership Model.

Having studied journalism [B.A.] and political science at Ohio University; counseling and communication [M.Min] at Moody Theological Seminary in Chicago; and higher education administration [Ph.D.] at Bowling Green State University, Dr. Brown is the author of the “Twenty-One Father-Son Conversations About Love, Dating, Marriage, and Sexuality.”

Michael has a passion for leading the charge with his wife (Teresa) of 26 years, four sons, and five daughters to be a force of positive change within culture. The Brown Family has served as a household for dozens of foster children over the past 15 years and were selected as the 2008 Bowling Green Family of the Year. Michael’s personal hobbies include rigorous exercise, presidential politics, people watching, and peanut butter.



