

FIELD MANUAL

MAXIMIZE YOUR LIFE
DREAM • DEVELOP • DECIDE

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 Experiences, 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 BEST SELF

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.

As you might recall from your Make Your Move onsite regional conference experience or your recollection of the online curriculum at phikaps.org/learn, we want to invite you to think deeply about your life.

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. *Moreover, young men rarely ever invest the time to imagine what will be true of themselves at ninety years old.*

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?



INSIGHT

Reflecting on these big questions is the first step to becoming the best version of yourself both today and in the future. However, your best you will not magically materialize through lively imagination. Actually, the presence of eight essentials exponentially increases the probability that your dream for yourself will become a reality.



INSTRUCTION

The Eight Essentials for the Best You!

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?

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



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.



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 a captivating portrait that he believes reinforces the 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?



INTROSPECTION

As you consider this brief overview of the Twelve Dimensions of Life, which three initially feel the most important to you on a personal level... and why?

DIMENSIONS	EXPLANATIONS



INSIGHT

Every significant change in each dimension of your life will begin with one choice. Never underestimate the impact of each and every choice.

As you explore the outcomes-based and results-driven curriculum of this *Maximize Your Life* Field Manual, do not be naïve to think that mere *good intentions* will produce change in your life. Change begins with the first choice, followed by a series of consistent choices in the same direction.



INSTRUCTION

DEFINITION OF CHOICE

The decision to act or not act.

FOUR DIFFERENT KINDS OF CHOICE

- 1 **Proactive:** the decision to act first with intentionality
- 2 **Reactive:** the decision to act after-the-fact in response to a perceived consequence
- 3 **Reflective:** the decision to act due to thoughtful consideration
- 4 **Intuitive:** the decision to act due to an inkling or instinct

FOUR DESCRIPTIONS OF CHOICE

- 1 You are simply the sum of your choices.
- 2 Every choice impacts who you are becoming.
- 3 While you can't always change, you can always choose.
- 4 You can choose your way into change.

FOUR DAILY CHOICES

- 1 To Start
- 2 To Sustain
- 3 To Stall
- 4 To Stop



INVITATION

DREAM

...about how you want to be remembered by the most important people in your life once you are no longer on this earth.

DEVELOP

...a compelling vision for who you want to grow into as a man beyond college that you can clearly articulate to those who inquire about your life.

DECIDE

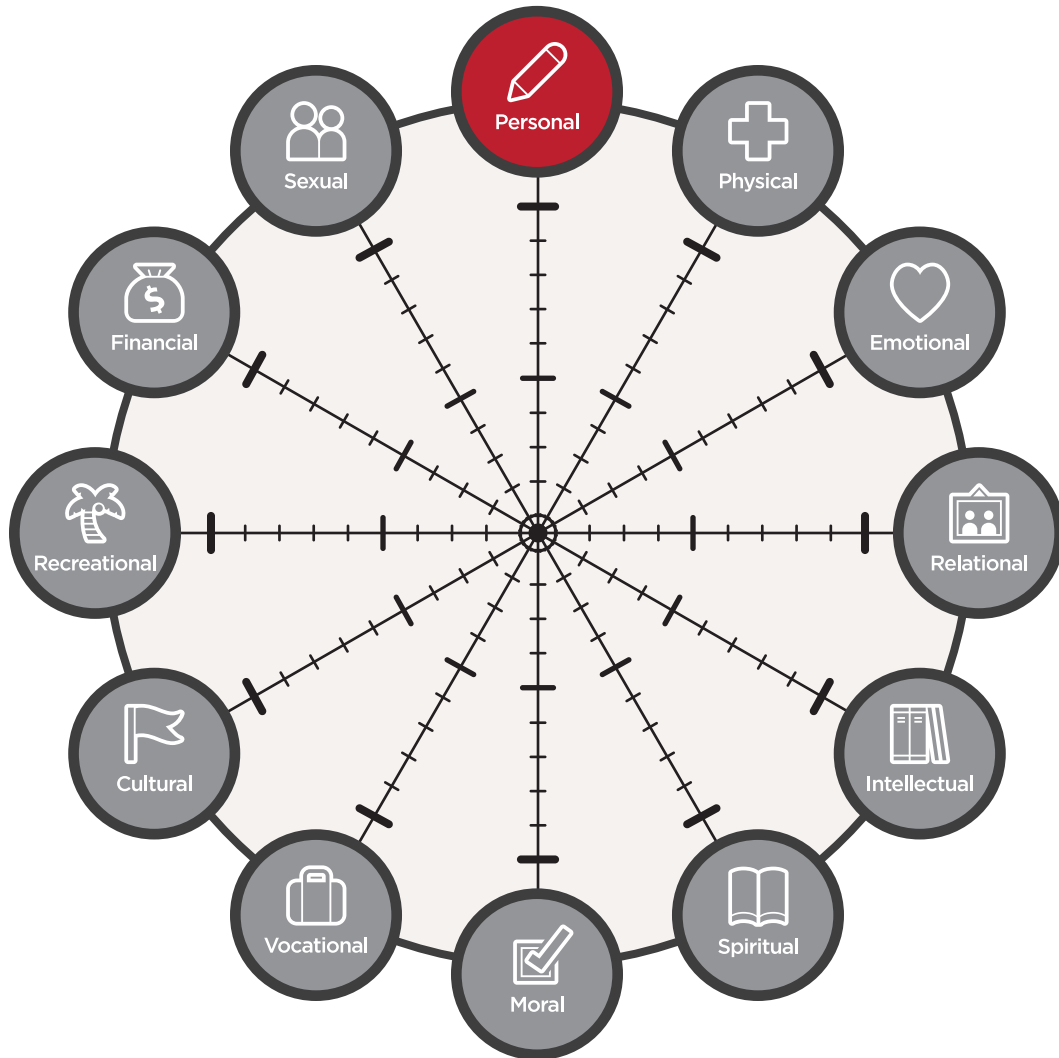
...to embark on the lifetime journey of embodying the qualities of R.E.A.L. Manhood and the characteristics of a L.I.F.E.G.I.V.E.R. in all Twelve Dimensions of Life.

THE PERSONAL DIMENSION



IDEA

The **Personal Dimension** is the aspect of a man's life that focuses on his unique personality, distinct strength-talent themes, and core values.





INTRODUCTION

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.

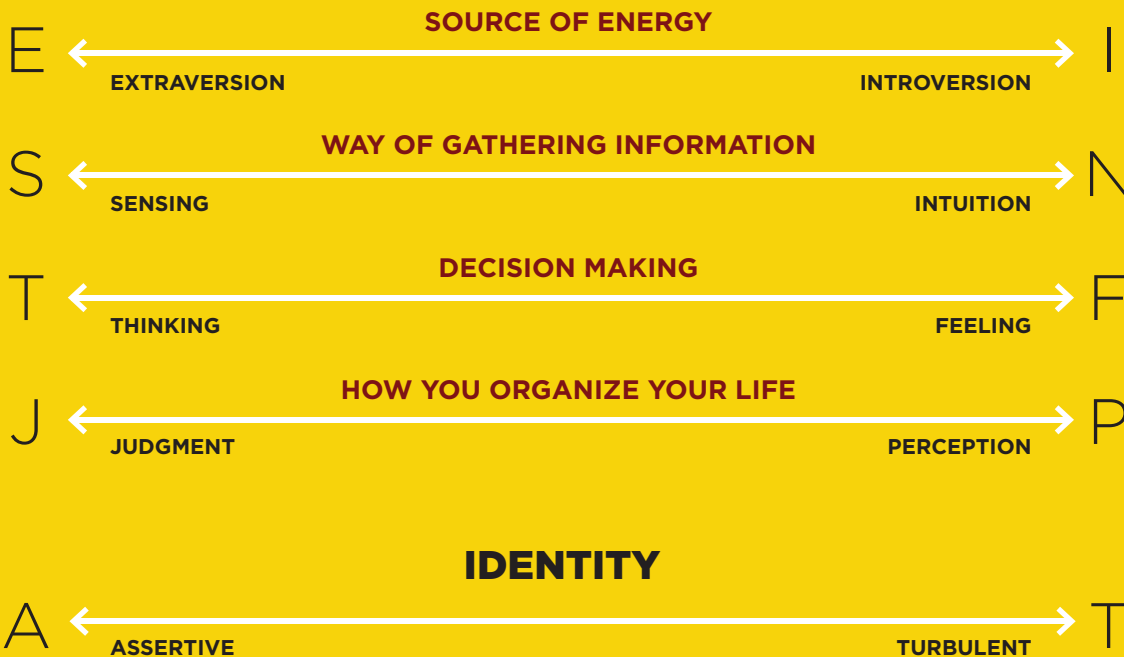


IDEA

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 16personalities.com.

My Personality Type is: _____ - _____

FOUR PREFERENCES



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

Special thanks to the great minds at 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** - what are your thoughts?

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!



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?



IDEA

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!



INTROSPECTION

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 reflective questions often hint to the nature of your personal talent/strength themes.



INSTRUCTION

STRENGTHSQUEST

The purpose of StrengthsQuest (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.

EXECUTING	INFLUENCING	RELATIONAL	STRATEGIC
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!



INTERACTION

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



IDEA

Personality types and strength-talent themes can be easily identified through scientific assessments. However, your **core values** reflect the deepest cares and most profound concerns within your spirit that are intensely felt, but more challenging to measure.



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.



INSTRUCTION

ASSESSING YOUR CORE VALUES

The 90th Birthday/Funeral Journal (Core Values)

EXPECTATION

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

THE 90TH BIRTHDAY/FUNERAL JOURNAL (CONT.)

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.



INTERACTION

START YOUR OWN NEW FRATERNITY EXERCISE

Circle up in smaller groups of three, set a five-minute timer, and answer three questions:

- 1 What is the name of your new fraternity?
- 2 What will be your memorable motto or slogan?
- 3 Knowing that you will be the only three board members for the first twelve months, what position/roles will each of you assume?

Briefly reflecting and considering what you now know about each of your personality types and talent themes, did you act in ways (even under pressure) that seem to fit you?



IMPLEMENTATION (PERSONAL)

- ✓ As it relates to your particular personality type, explore the insights (strengths-weaknesses, career paths, workplace habits, friendship, and romantic relationships) described at www.16personalities.com.
- ✓ Invite your three closest friends and/or family members to share with you what they perceive to be your most notable personal qualities and distinct strengths.
- ✓ Create a 90th Birthday or Funeral Journal for yourself.



IMPLEMENTATION (FRATERNAL)

- ✓ Consider your unique contribution or role (either formal or informal) to your chapter/brotherhood as you reflect upon the combination of your personality, strengths, and core values.
- ✓ Challenge every brother in the chapter to complete a personality and strengths assessment for himself.
- ✓ Encourage every brother in the chapter to explore his own core values by starting a 90th Birthday or Funeral Journal.



INVITATION

DREAM

...about what ***your best you*** might look like if you were in touch with your unique personality wiring, the distinct combination of your most natural strengths, and your most important core values.

DEVELOP

... a more secure and stable self-image by reflecting upon your many fantastic qualities and extraordinary characteristics.

DECIDE

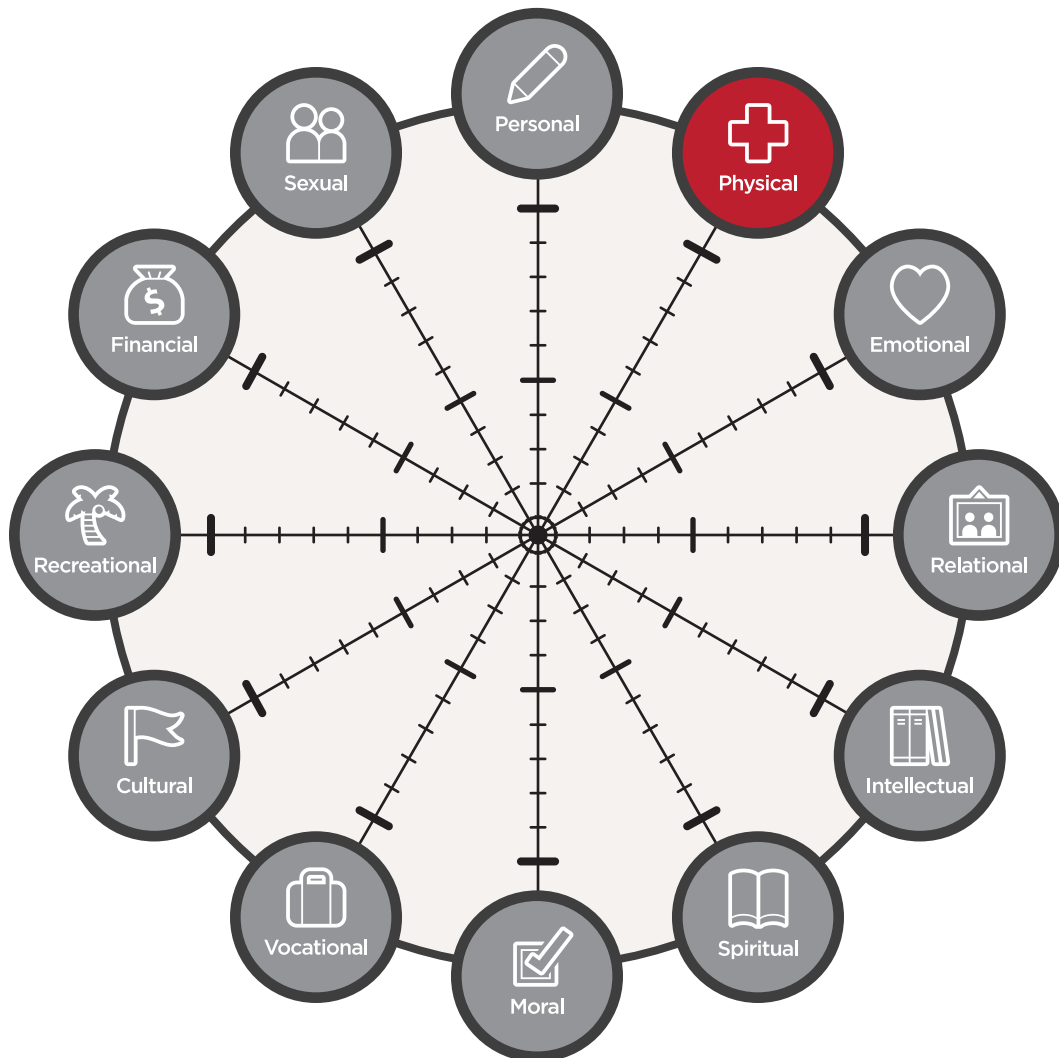
... to appreciate and celebrate your unique self, reject any notion that your contribution to the world is inconsequential, and refuse to run the ridiculous script in your head that you are only mediocre compared to others.

THE PHYSICAL DIMENSION



IDEA

The **Physical Dimension** is the aspect of a man's life that focuses on his choices in regards to food consumption, exercise routines, and sleep patterns.





INTRODUCTION

There is only one thing that keeps you here on this planet: your physical body.

When all of your eleven organ systems (circulatory, respiratory, digestive, excretory, nervous, endocrine, immune, integumentary, skeletal, muscle, and reproductive) are nourished, fit, and healthy – you have the strongest probability of being your best self.

However, when the physical dimension of your life is neglected, mistreated, or harmed by substandard sources of food-fuel, faulty sleep rhythms, and/or insufficient movement and exercise – your opportunities in life will be obstructed and your personal possibilities will be restricted.



INSTRUCTION

The Epidemic of Gluttony in America

The English word gluttony is a translation of the Hebrew word **nepes**, which has a variety of meanings, including one's appetite or one's cravings, and even in some writings, the *entirety of one's physical life*. However, the common thread is **excess and overindulgence**.

DR. MICHAEL BROWN'S DEFINITION OF GLUTTONY

an excessive physical indulgence that attempts to satisfy an unrelated and often deeper craving.

Note: Don't believe the myth that only physically overweight individuals struggle with gluttony.

Gluttony, in the broadest sense, is any *physical activity or inactivity* taken to extremes and pursued in excess to numb the pain or forget personal disappointment or dissatisfaction. The four most common manifestations of gluttony are choices in regards to food, alcohol, sleep, and leisure.



INTROSPECTION

In what ways might gluttony manifest itself in your life?

As you think about the current condition of your physical body, what letter grade would you assign yourself: (ex: A, A-, B+, C...)?

What are the most significant factors that you considered when grading yourself?



INTERACTION

Walk the Line Activity (Food & Eating)

After completing this activity, debrief as a large group about your thoughts or feelings that you experienced during or after the exercise.



INSTRUCTION

Best Principles & Practices of Food and Nutrition

- Food is fuel.
- Fitness begins with the fork.
- Abs are made in the kitchen.
- Diets are dumb.
- Every bite counts.
- The Five S's to Healthy Eating:
 - 1 Study the **Substance**
 - 2 Limit **Size**
 - 3 Minimize **Servings**
 - 4 Keep it **Simple**
 - 5 Decrease **Sugar**
- Eat to live. Do not live to eat.
- Decide what you are going to eat at the beginning of each day.
- What if: No eating after dinner?
- Three big metabolism threats: more than one alcoholic drink, soda pop, and processed snacks
- Best Weight Loss Strategy: Decrease food complexity + Decrease food calories

Best Principles & Practices of Sleep and Rest

- Grade school revisited: Bed times are not just for kids.
- Rise and shine the same time every day, even if you're tired
- Find your sleep hour number and stick to it
- Discovering your wind-down and wind-up ritual
- What research tells us about less-than-six and more-than-ten hours of sleep each night: decreased life span
- Sleep-deprived men eat an average of 300 more calories a day than those who are rested.

Best Principles & Practices of Exercise and Physical Activity

- Goal #1: Build Strength
- Goal #2: Manage Weight

The Benefits of Exercise: stress relief, mental alertness, self-image and confidence, closer friendships, creativity, hormonal goodness, spiritual vitality, romantic satisfaction, and career success/advancement.



INTERACTION

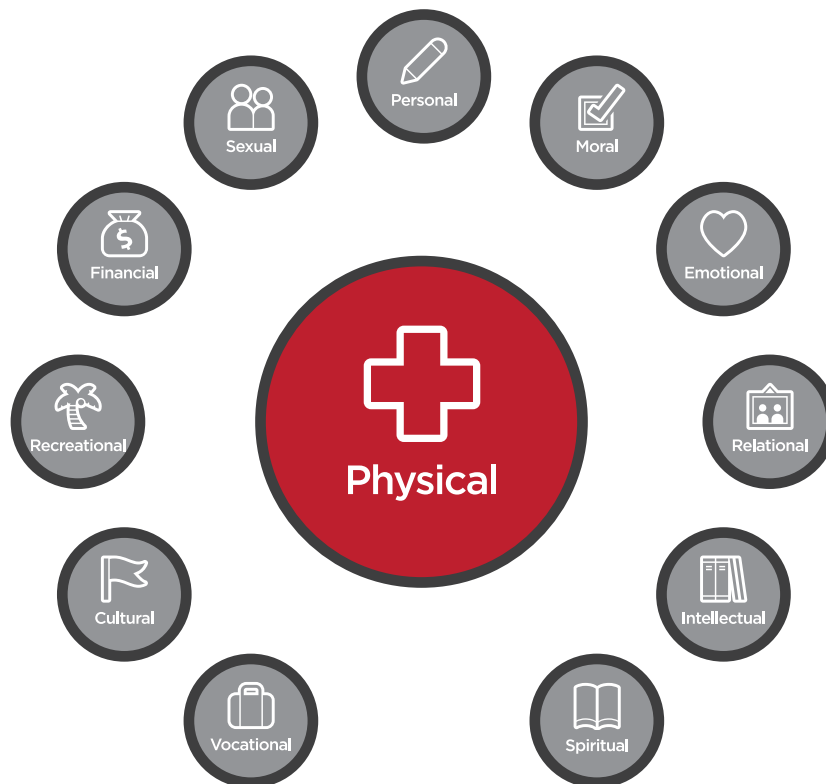
The Φ K Θ Push-Up Challenge




INSTROPECTION

For just a few moments, theoretically consider how choices in the physical dimension of life might intersect with the other eleven dimensions.

Draw a line from the physical dimension to as many of the other dimensions that you feel are likely affected by food, sleep or exercise choices.



 **Interaction:** Share with one another what you discovered about the significance of the physical dimension.



INSIGHT

Five Summary Considerations

- 1 While “no pain, no gain” is overstated, discomfort and hunger are inevitable.
- 2 A lack of self-control in these three arenas (eating, sleeping and exercise) will bleed over into every area of your life.
- 3 The decisions you make during the college years will be more of the same throughout your entire life. Do something now. Strength training, weight management, sleep routines, and food choices will only get harder with each passing year!
- 4 For many young men, this dimension is the most challenging to improve. Draw strength from the other eleven dimensions in achieving your goals in this physical dimension.
- 5 Results is about **Dreams** (what do I want?), **Decisions** (what will be my very next choice?), and **Discipline** (what will I do when I don’t feel like it?).



IMPLEMENTATION (PERSONAL)

- ✓ Develop a personalized plan for physical transformation!

Step #1: Determine goals

Step #2: Decide specific choices

Step #3: Delay immediate gratification (DIG)

FOOD & NUTRITION

One Goal:

One Choice:

One Strategy to DIG:

REST & SLEEP

One Goal:

One Choice:

One Strategy to DIG:

EXERCISE & PHYSICAL ACTIVITY

One Goal:

One Choice:

One Strategy to DIG:



IMPLEMENTATION (FRATERNAL)

- ✓ Rally your brothers to become a community of physically fit young men.
- ✓ Embark on a journey together to seriously contemplate how your fraternity culture, activities, and routines enhance or hinder positive food, sleep, and exercise choices of its members.
- ✓ Invite nutrition and fitness coaches to offer their expertise as a service and amenity to the chapter membership.



INVITATION

DREAM

... about what you hope to look like physically, how you hope to feel physically, and what you hope to be able to accomplish physically... as a *70-Year-Old You*.

DEVELOP

... a measurable, achievable, and sustainable plan to become your best physical self... with this dream in mind.

DECIDE

... to delay immediate gratification in this extremely important dimension of your life, particularly in regards to the quality and quantity of food consumption, regularity of exercise routines, and consistency of sleep rhythms.

SESSION FOUR

THE EMOTIONAL DIMENSION



IDEA

The **Emotional Dimension** is the aspect of a man's life that focuses on his choices to manage and express positive and negative feelings that inevitably surface inside of him at any given moment.





INTRODUCTION

We are wired as emotional beings. However, men of all ages often struggle with personally interpreting and publicly articulating their feelings.

Extremely positive feelings can feel awkward to express, and unpleasant emotions are often too embarrassing to share with others. Men who tend to thrive in all four seasons of life are those who have learned to nurture the emotional dimension of themselves.



INTROSPECTION

The 33 Feelings Exercise

Please respond to at least ten of the following prompts:

I feel most *bored* when...

I feel most *aggressive* when...

I feel most *amazed* when...

I feel most *satisfied* when...

I feel most *affectionate* when...

I feel most *impulsive* when...

I feel most *irritated* when...

I feel most *inspired* when...

I feel most *concerned* when...

I feel most *playful* when...

I feel most *upset* when...

I feel most *content* when...

I feel most *hesitant* when...

I feel most *comforted* when...

I feel most *sulky* when...

I feel most *brave* when...

I feel most *hopeful* when...

I feel most *empty* when...

I feel most *blessed* when...

I feel most *paralyzed* when...

I feel most *delighted* when...

I feel most *restless* when...

I feel most *crushed* when...

I feel most *tearful* when...

I feel most *wonderful* when...

I feel most *secure* when...

I feel most *cheerful* when...

I feel most *peaceful* when...

I feel most *humiliated* when...

I feel most *anxious* when...

I feel most *heartbroken* when...

I feel most *pessimistic* when...

I feel most *optimistic* when...



INTERACTION

Index Card Exercise

Select three of your feeling statements to write on three different index cards (only one feeling comment per card). When finished writing, place all three cards in the bowl in the center of the room to be read aloud by the facilitator.

Note: you can choose whether or not you want to write your name on one or more of the index cards, or keep one or more of your index card comments anonymous.



INSTRUCTION

MAN-AGING Emotions 101

SEVEN CATEGORIES OF MAN-EMOTIONS

- 1 Happiness*
- 2 Sadness
- 3 Fear*
- 4 Anger
- 5 Worry
- 6 Love
- 7 Frustration*

*Visit the appendices 1-3 for more resources on 1) Cultivating Happiness, 2) Facing your Fears, and 3) Dealing with Frustration

SEVEN COMMENTS ABOUT MAN-EMOTIONS

- 1 Emotions are a completely normal part of the human experience.
- 2 Emotions should not be judged as good or bad.
- 3 Emotions will shape thoughts, which will then often trigger behaviors.
- 4 Emotions will fluctuate in regards to frequency and intensity.
- 5 Emotions are not always an accurate reflection of reality.
- 6 Emotions are like the flashing red engine light on the dashboard of a car.
- 7 Emotions should not be met with an impulsive reaction, but an intentional response.

SEVEN CONSEQUENCES OF IGNORING MAN-EMOTIONS

- 1 Increased stress levels
- 2 Increased isolation from people
- 3 Increased need for control of circumstances
- 4 Increased probability of imploding or exploding
- 5 Increased physical and/or mental health issues
- 6 Increased confusion about reality
- 7 Decreased ability to experience the breadth of the human experience

SEVEN UNHEALTHY COPING MECHANISMS FOR NEGATIVE MAN-EMOTIONS

- 1 *Stuffing* feelings deeper inside to *ignore* negative emotions
- 2 *Relating* passive-aggressively with loved ones to *dodge* negative emotions
- 3 *Behaving* recklessly and sometimes violently to *attack* negative emotions
- 4 *Abusing* alcohol and drugs to *escape* negative emotions
- 5 *Pursuing* sexual pleasure to *bypass* negative emotions
- 6 *Escaping* to entertainment alternatives to *evade* negative emotions
- 7 *Indulging* in comfort food to *insulate* oneself from negative emotions

SEVEN COMMON MISPERCEPTIONS ABOUT MAN-EMOTIONS

- 1 Emotions are for women
- 2 Emotions are for wimps
- 3 Emotions are for whiners
- 4 Emotions are a sign of weakness
- 5 Emotions are a result of woundedness
- 6 Emotions require too much work
- 7 Emotions should not be welcomed



INTROSPECTION

Rank from 1 (Most Often) to 7 (Least Often) the frequency of your experience with each of these primary emotions.

___ Happiness

___ Sadness

___ Fear

___ Anger

___ Worry

___ Love

___ Frustration



INTERACTION

Circle up in mini-groups of 2-3 men and share your #1 and #7, including the why's, the what's, the when's, and the with whom's do you most often feel these emotions.



INTROSPECTION

For you personally, which of the seven unhealthy coping mechanisms do you most often utilize when overwhelmed by negative emotions?

For your brothers back home, which of the seven unhealthy coping mechanisms do they most often utilize when overwhelmed by negative emotions?



INTERACTION

Which of the **seven common misperceptions** about emotions mess with your head as you struggle as a young man to manage and express your emotions?

Emotion SHOUT-OUT!

The facilitator will state a scenario or situation that would likely incite a strong emotional response for you (if it were true for you). When the facilitator says: “So what are you feeling?” – shout out the first emotion descriptor that comes to mind.



IMPLEMENTATION (PERSONAL)

- ✓ Increase the frequency and intensity of positive emotions through enjoyable and energizing activities.
- ✓ Take time to journal about your emotions; record, reflect, and rate feelings.
- ✓ Normalize conversations about the what, when, who, and why of your feelings.
- ✓ Risk transparency and vulnerability with close friends; when you need help – ask!
- ✓ Challenge negative emotions; then channel them as fuel for change, proactivity, and problem solving.
- ✓ Explore the art of mindfulness.
- ✓ Prioritize meditation and/or prayer.



IMPLEMENTATION (FRATERNAL)

- ✓ Think through a proactive strategy of dealing with specific brothers who tend to react to difficult situations with intense and escalated emotions.
- ✓ Schedule 21 Days of Gratitude for the entire chapter by declaring that the chapter is a zero-complaining zone for an entire three weeks.
- ✓ Establish chapter norms for expressing anger or frustration to another brother.



INVITATION

DREAM

... about walking through each season of your life while accepting and appreciating the reality that life is a mixed bag of positive and negative experiences that will trigger ongoing emotional responses as a human being.

DEVELOP

... a mindset that acknowledges your limits and prioritizes self-care in all twelve dimensions of life as fuel for a healthy emotional inner world.

DECIDE

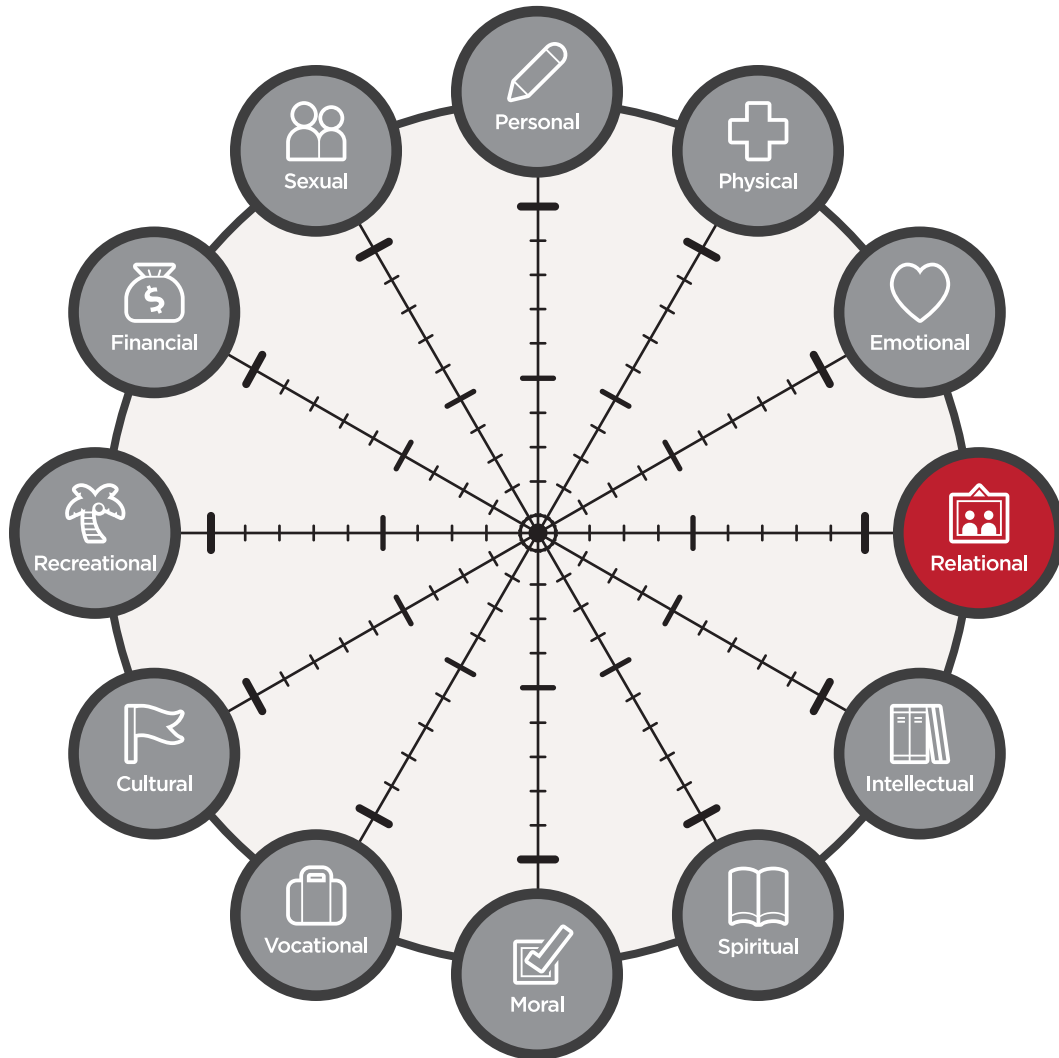
... to practice gratitude every day as the most important choice to experiencing feelings of enhanced happiness.

THE RELATIONAL DIMENSION



IDEA

The **Relational Dimension** is the aspect of a man's life that focuses on his choices in connecting with family, friends, acquaintances, strangers, and romantic partners.





INTRODUCTION

Most individuals on their deathbed who consciously reflect upon their legacy in the final days of life mention one thing above everything else: relationships with people.

We are social creatures, and despite our fleeting fascination with profession, position, prosperity, and power – this one preoccupation always wins: people! We care most about our connection to other human beings.



INSIGHT

The relational dimension is multifaceted and includes our relationships with a diversity of human beings within a variety of spaces and places. Each connection with each person is characterized by its own unique set of norms, shaped by differing degrees of trust, familiarity, and closeness, and shares its own distinct catalogue of experiences. For the purposes of this session, we will focus on the three primary relationships in life: **family**, **close friends**, and **romantic partners**.




INSTRUCTION

Young Men & Their Dads!

Note: Feel free to substitute the language of father-son (with mother-son or parent-son) to fit your unique family background. However, since many young men find the father-son relationship the most complex and complicated, this instruction is a focused conversation about young men and their dads.

THE CATEGORIES OF FATHER-SON RELATIONSHIPS

Absent	Available & Accessible
Authoritative	Affirming
Affectionate	Antagonistic
Abusive	Aggressive


 **Introspection:** Circle one or more of the eight categories that describe your relationship with your father.

Young Men & Their Dads! (cont.)

THE CHARACTERISTICS OF A HEALTHY FATHER-SON RELATIONSHIP

Communication
Care & Concern
Coaching
Compliments

Celebration
Challenge
Camaraderie

 **Introspection:** Circle one or more of the seven characteristics that describe your relationship with your father.

THE COMPLEXITIES OF SOME FATHER-SON RELATIONSHIPS

- I never knew my father
- I have no contact with my father
- I don't want a relationship with my father
- I don't think my father wants a relationship with me

THE CULTIVATION OF A STRONGER FATHER-SON RELATIONSHIP

- Forgive him for the past
- Ask him questions about his life
- Tribute him in writing and/or in person
- Honor him in the present
- Engage in his interests, hobbies, and passions
- Reach out and initiate



INTROSPECTION

Place a  next to all phrases that are “mostly true... most of the time” about your dad:

- | | |
|--|--|
| <input type="checkbox"/> He tells me he is proud of me. | <input type="checkbox"/> He initiates conversations with me about healthy dating/romantic relationships. |
| <input type="checkbox"/> He and I participate in a common hobby together. | <input type="checkbox"/> He talks with me about my sexual boundaries and activities. |
| <input type="checkbox"/> He challenges me to get good grades and/or succeed in my career. | <input type="checkbox"/> He talks with me mostly about surfacey and non-serious topics. |
| <input type="checkbox"/> He verbally encourages me to be a man of character and integrity. | <input type="checkbox"/> He plays a very significant role in my daily life. |
| <input type="checkbox"/> He is a hero in my life. | <input type="checkbox"/> He does not just love me, but I can tell he also really likes me. |
| <input type="checkbox"/> He lets me know when he is hurting or sad. | <input type="checkbox"/> He is my role model for who I want to be as a man. |
| <input type="checkbox"/> He works too much. | |
| <input type="checkbox"/> He expresses physical affection to me. | |



INTERACTION

What is one thing you wish was different about your relationship with your dad, mom, and/or parents?

What is one distinct feature of your relationship with your dad, mom, and/or parents that you hope to replicate/duplicate with your own children someday?

What is one choice you can make in the days and weeks ahead that you feel could make a positive impact on your relationship with your immediate and/or extended family?



INSTRUCTION

Cultivating Fantastic Bro-Friendships!

LIES ABOUT BRO-FRIENDSHIP

- 1 Guy friendships are nice, but not necessary.
- 2 Close friendships will happen naturally over time.
- 3 No friend should know everything about me.
- 4 I do not have much to offer in friendship.

LOSSES WITHOUT BRO-FRIENDSHIP

- 1 False Sense of Reality
- 2 Lacking Challenge, Inspiration, & Accountability
- 3 Unmotivated, Frustrated, & Discouraged
- 4 Isolation & Loneliness

LOOKING FOR IN BRO-FRIENDSHIP

- 1 Connection, Chemistry, and Compatibility
- 2 Core Values, Calling, & Course of Life
- 3 Communication Style & Comfort with Conflict
- 4 Character & Commitment

Cultivating Fantastic Bro-Friendships! (cont.)

LEVELS OF BRO-FRIENDSHIP

- 1 **Basic Phase:** Acceptance
- 2 **Intermediate Phase:** Affirmation
- 3 **Advanced Phase:** Accountability
- 4 **Mature Phase:** Authority

LANGUAGE OF BRO-FRIENDSHIP

- 1 "I appreciate you."
- 2 "I care about you."
- 3 "I need you."
- 4 "I choose you."

LESSONS ABOUT BRO-FRIENDSHIP

- 1 Evaluate yourself as a R.E.A.L. man.
- 2 Take off the mask.
- 3 Take a risk and initiate.
- 4 First become the friend you want to find.
- 5 Be selective when choosing close guy friends.
- 6 Learn healthy patterns to navigate the inevitable friction of friendship.
- 7 Practice the language of affirming friendship.
- 8 Be intentional about including, involving, and investing in people.



INTERACTION

Who Are the Closest Friends in the Room?

This exercise requires two close friends to pair up and be prepared to answer questions on behalf of each other. Each participant needs two index cards and a pen.

Part 1: *How much do you know each other?*

Friend A responds to seven questions about Friend B

Part 2: *How close are you to each other?*

Friend B responds to seven questions about Friend A



INTROSPECTION

Take a moment and think of one brother in the chapter with whom you desire to grow closer as friends.

His name: _____

Within the next week, initiate hanging out 1:1 with this brother and use the time you spend together to develop a stronger connection, particularly through initiating deeper and affirming conversations.



INVITATION

This important topic of cultivating meaningful friendships (particularly within the PKT brotherhood) will be the entire focus of the 2020 Boysie Bollinger Leadership Academy Regional Leadership Conference.

So be sure to return next year with as many of your chapter brothers as can attend.



INTERACTION

Worst Date Ever!

Gentlemen, share with one another about a date with a romantic interest that went terribly wrong.

In retrospect, what do you imagine could have made this disastrous date a success?



INSTRUCTION

Making Sense of Romantic Love & the Dating Scene

Note: These principles transcend the diverse categories of romantic relationships, and couples of all kinds have found these ideas and insights to be quite beneficial to the health and well-being of their relationships.

THE “FALLING IN LOVE” FALLACY

- Lasting Love Begins with a Choice
- Lasting Love Requires Daily Attention and Action
- Lasting Love Intermittently Includes Strong Feelings

THE EIGHT QUALITIES TO LOOK FOR IN A FUTURE MATE

- 1 Connection (Social, Intellectual, and Spiritual)
- 2 Chemistry (Physical and Emotional)
- 3 Core Values (Values, Principles, and Beliefs)
- 4 Communication Style (Listening, Fighting Fair, and Conflict Resolution)
- 5 Course of Life (Career Path and Anticipated Overall Direction)
- 6 Calling (Overarching Purpose and Passions)
- 7 Compatibility (Differences aren't Disruptive)
- 8 Character (Integrity, Humility, Trustworthiness, and Self-Control)

FIVE HEALTHY DATING PRINCIPLES & PRACTICES

- 1 Date to give, not to get.
- 2 Only verbally communicate what you are willing to back up with commitment, and only engage in physical intimacy that reflects what has been verbally communicated.
- 3 Treat your significant other as though he/she might be married someday to your best friend.
- 4 Establish appropriate boundaries in all areas of the relationship, since playing marriage in a dating relationship fosters unhealthy codependency.
- 5 Stay connected to a community of friends who will help you keep your head straight before, during, and after a romantic relationship.

Making Sense of Romantic Love & the Dating Scene (cont.)

FIVE MYTHS ABOUT THE PERFECT DATING RELATIONSHIP

- 1 We expect exactly the same things from dating.
- 2 The strengths in our relationship will only get stronger in time.
- 3 Difficult aspects in our relationship will disappear over time.
- 4 My girlfriend/boyfriend will fulfill all of my desires and meet all of my needs.
- 5 Romantic love is the key to my personal wholeness.

THE SEVEN COMMON MISTAKES IN FAILED DATING RELATIONSHIPS

- 1 Sexual Intimacy: Too much, too fast, too soon.
- 2 Inability to distinguish between dating desires and dating needs
- 3 Cutting corners in prioritizing quality and quantity time with one another
- 4 Substituting small talk for encouragement and affirmation
- 5 Allowing sarcasm, criticism, and unkindness to creep into the relationship
- 6 Letting the relationship become dull, predictable, and routine
- 7 Control and manipulation as a result of jealousy and insecurity

THE SEVEN QUESTIONS TO ASK BEFORE SAYING “I DO!”

- 1 What is my primary goal for getting married?
- 2 What are the top three things I am wanting from a marriage partner?
- 3 What are the areas of tension and conflict in my current relationship, and how do I imagine those issues might play out in marriage?
- 4 If my romantic partner stays just as they are today with no changes to their personality, perspectives, or behaviors, would I still want to be married to this individual ten years from now?
- 5 How have my role models for marriage affected my view of, expectations for, and approach to the marriage relationship?
- 6 What about my parents' marriage do I want to emulate and escape?
- 7 Do I believe that getting married is a cure for my loneliness or essential to my happiness?

Interaction: Q&A with your DMB Life Coach

Write your most pressing and/or complexing questions about dating and romantic relationships to be answered in the few remaining minutes of this session by the facilitator... or if time does not allow, at one of the mealtimes or at the optional Open Forum.



IMPLEMENTATION (PERSONAL)

- ✓ Write a short tribute to one or more important family members that focus on the positive aspects of your relationship, special memories, significant conversations or gestures for which you are appreciative, and your hopes for the future of this family relationship.
- ✓ Evaluate your closest friendships based upon the four levels of friendship (acceptance, affirmation, accountability, authority), and then decide to do what is required to take each of these friendships to the next level.
- ✓ Evaluate your current romantic relationship and make a list of strengths to celebrate and weaknesses to change.

If you are not currently in a relationship, create a one-page document that includes your list of non-negotiable qualities of a romantic partner, your preferred emotional and sexual boundaries for that future relationship, and your strategic plan in becoming the best version of your “date-able” self in advance of the future dating opportunity.



IMPLEMENTATION (FRATERNAL)

- ✓ Schedule and plan a **ΦΚΘ**-sponsored Father-Son, Mother-Son, Parent-Son weekend event on campus that includes a night of tributes to these significant family members.
- ✓ Schedule a **ΦΚΘ** Brotherhood event called an Encouragement Bombardment, where everyone sits in a circle and five brothers volunteer to talk about each brother in the circle... sharing the five things about each member that is most appreciated and/or admired by other brothers.
- ✓ Set aside an entire day for an honest and transparent conversation about the health of the chapter’s brotherhood. 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. Free to utilize DMB’s Brotherhood Covenant tool in Appendix 4.
- ✓ Establish a plan of action to create a culture within the chapter where non-members (particularly women) feel valued, safe, and honored when socializing with Phi Kappa Theta brothers.



INVITATION

DREAM

... about experiencing on a daily basis a relationally dynamic life where you are completely known and unconditionally loved by family members, close friends, and romantic partners.

DEVELOP

... an inner circle of fantastic human beings who inspire you to cultivate healthy, authentic, and lifegiving relationships of all kinds. Also, develop the relational qualities necessary to give of your best self to the important human beings in your life.

DECIDE

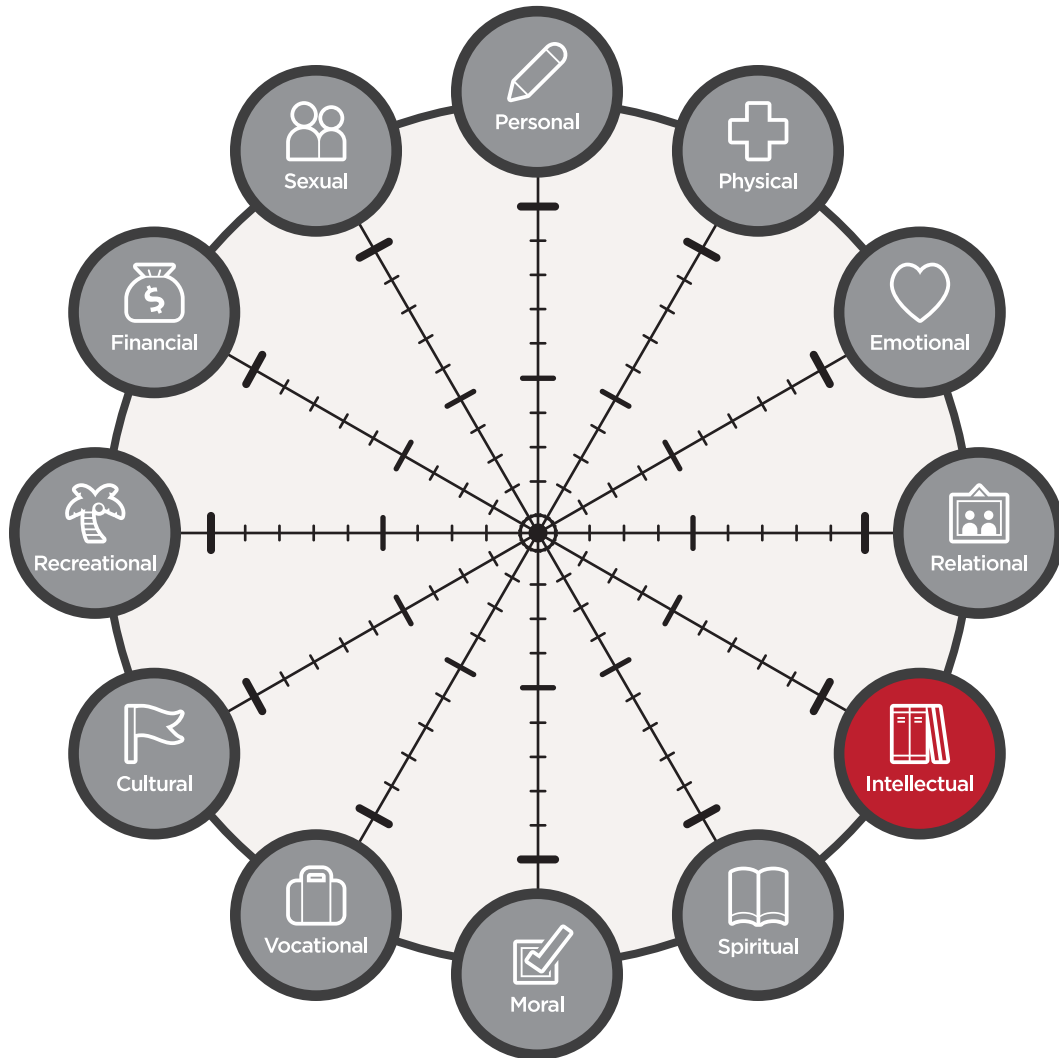
... to take off your mask, be your true self, share your honest feelings, and no longer be satisfied with surface-level connections with the people you most care about!

THE INTELLECTUAL DIMENSION



IDEA

The **Intellectual Dimension** is the aspect of a man's life that focuses on his choices regarding learning and thinking - pertaining to both formal and informal contexts.





INTRODUCTION

Learners and thinkers are leaders.

Those who stop learning stop leading. Those who lack the ability to focus and think deeply about life and its complexities will eventually lose their voice.

The task of critical thinking without becoming critical is the first task for those who are serious about cultivating the intellectual dimension of life.



INTERACTION

Conundrums & Brain Teasers



INTROSPECTION

Create Your Own Podcast

In the next three minutes, conceptualize a podcast that features knowledge you currently possess.

Decide on a topic and an outline for the first three sessions.

Topic:

Session #1:

Session #2:

Session #3:

Any volunteers who will share their idea with the larger group?



INSTRUCTION

LEARNING & THINKING PRINCIPLES

- 1 Learning & thinking is not exclusive to the classroom.
- 2 Learning & thinking is not earmarked only for the smartest geniuses.
- 3 Learning & thinking is both a disposition and a discipline.
- 4 Learning & thinking should result in both knowledge and wisdom.
- 5 Knowledge is power and wisdom is responsibility.

LEARNING & THINKING PRACTICES

- 1 Explore new environments
- 2 Engage new people
- 3 Experiment with new opportunities
- 4 Embrace new ideas
- 5 Experience new possibilities

LEARNING & THINKING PROBLEMS

- 1 Lack of humility: we think we already know it all
- 2 Excluding ideas that do not reinforce current belief system
- 3 Preferences for prejudices and stuck in stereotypes
- 4 The simplicity of black-and-white thinking that does not allow for diverse ideas or address complex issues
- 5 Comfortability with conformity and a distaste for differences

LEARNING & THINKING PROMISES

- 1 Lifelong learners and tenacious thinkers are those whom people will follow.
- 2 Lifelong learners and tenacious thinkers are fantastic friends and family members.
- 3 Lifelong learners and tenacious thinkers are the promotable problem-solvers who will shape the future of their career.
- 4 Lifelong learners and tenacious thinkers are never stale or stuck, and are always creating new opportunities for themselves and others.
- 5 Lifelong learners and tenacious thinkers are happier and healthier over the course of their lives.

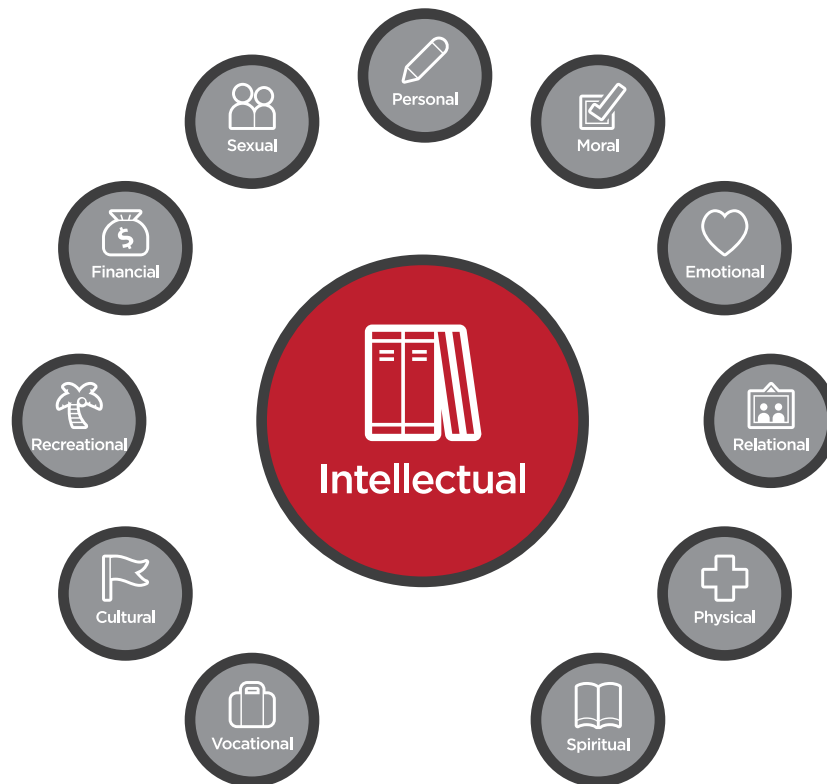


INTROSPECTION

In what knowledge areas do I hope to be a lifelong learner and respected expert?

What gets in the way of me setting aside the time, exerting the energy, and investing in learning and thinking outside of mandatory coursework or job training?

For just a few moments, theoretically consider how choices in the intellectual dimension of life might intersect with the other eleven dimensions. Draw a line from the intellectual dimension to as many of the other dimensions that you feel are likely affected by learning and thinking.



Interaction: Share with one another what you discovered about the significance of the intellectual dimension.



IMPLEMENTATION (PERSONAL)

- ✓ Assess the severity of your personal struggle with procrastination, as this one factor tends to sidetrack young men from achieving their best as college students as well as taking advantage of out-of-classroom opportunities to grow into exemplary learners and thinkers. Review DMB's Resource entitled Punch Procrastination in the Face in Appendix 5 for helpful hints to deal with this problem.
- ✓ To enhance the intellectual dimension of your life while in college, commit to working college like an 8-5 job! For a complimentary life coaching session on this topic, schedule a 15-minute conversation with a DMB facilitator to help you design a strategy that best fits you.



IMPLEMENTATION (FRATERNAL)

- ✓ Initiate a Book Club or Blog Discussion in the chapter where brothers meet regularly to interact about what they are learning as they read and reflect upon a common source of insight together.
- ✓ Set aside 5 minutes at each weekly chapter meeting for one member to share a source of personal knowledge or expertise that will benefit all the brothers now or in the future.



DREAM

... about developing into a man who possesses both knowledge and wisdom, and who others esteem as a lifelong learner worthy of respect until your very last breath.

DEVELOP

... a posture of humility and intellectual flexibility that embodies both smarts and sensitivity.

DECIDE

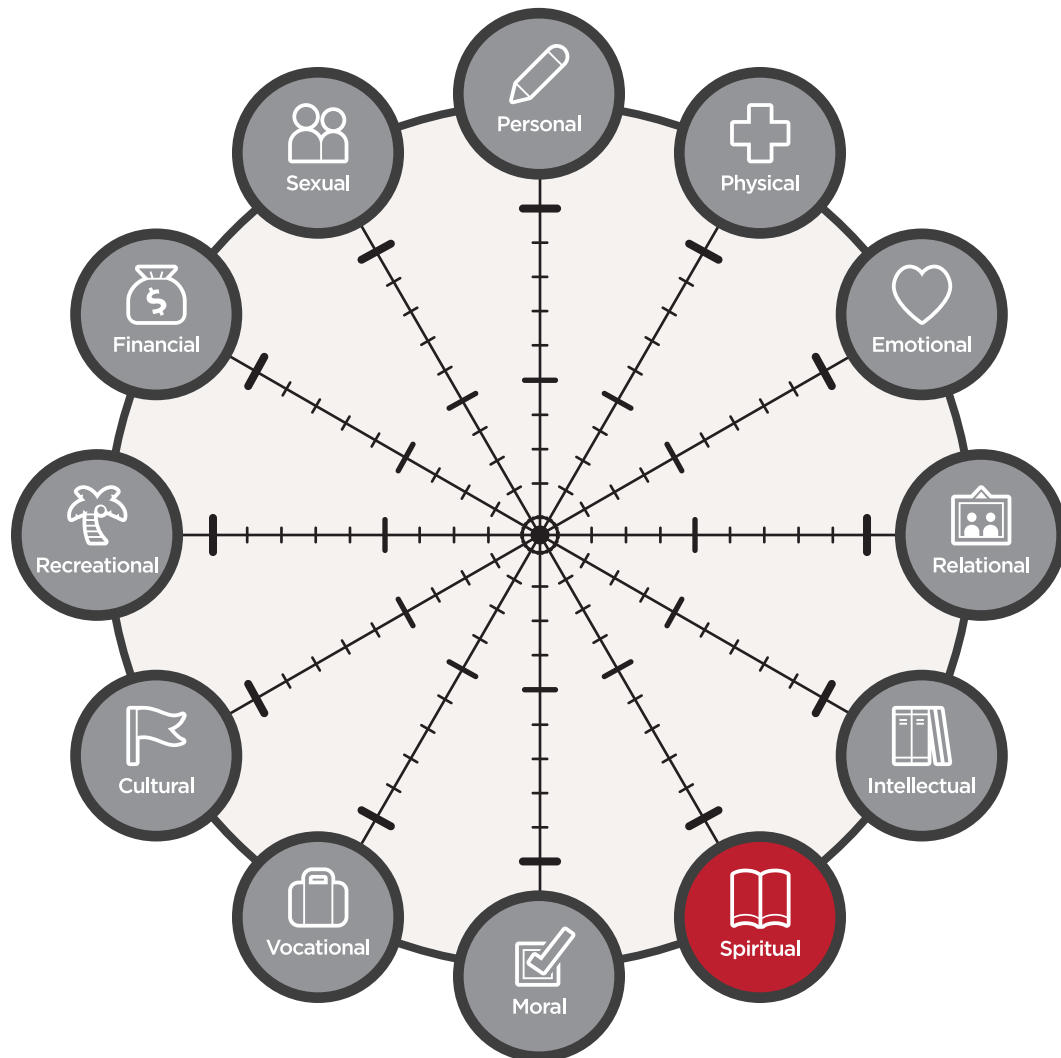
... to never stop learning and never stop evolving as new information and fresh knowledge emerges throughout your lifetime.

THE SPIRITUAL DIMENSION



IDEA

The **Spiritual Dimension** is the aspect of a man's life that focuses on his perspectives and inquiries into the most important and inspiring ideas of human existence, a higher power, ultimate reality, meaning, purpose, and justice.





INTRODUCTION

Navigating the complexities of how college men make sense of spiritual beliefs, questions, and concerns is a challenging feat.

However, recent research reinforces the notion that college men continue to exhibit high levels of spiritual interest and involvement, although they are redefining their spiritual beliefs and reframing their spiritual journeys in far different ways.

In response to Phi Kappa Theta's passion and priority for the spiritual development of their members and the encouragement for brothers to explore their natural curiosity about spirituality and individual purpose, there has been a renewed commitment to assist members in strengthening the spiritual dimension of their lives.



INTERACTION

Candid Conversation: Religion, Spirituality, & Faith

On a white board/black board split into three sections (or on three large easel pads), brainstorm together as brothers the differences between religion, spirituality and faith.

RELIGION	SPIRITUALITY	FAITH



INTROSPECTION

The $\Phi K \Theta$ Spiritual Quotient (SQ) Personal Assessment

Year in College

1st 2nd 3rd 4th 5th

I would describe my hometown as in the

City Suburbs Country

I am a first-generation college student (first of my family to attend college).

Yes No

I am presently and actively involved in religious or spiritual practices.

Yes No

I am presently and actively involved with a religious or spiritual community.

Yes No

The belief tradition that my family raised me within would best align with

Jewish Christian Muslim Buddhist No Tradition
Protestant Hindu Catholic Mormon Other

My present and personal spiritual orientation would best align with

Skeptic Uncertain Excited Disinterested Fearful On Hold
Done With It Convinced Disillusioned Searching Open Other

I would define or describe spirituality as

Spirituality is / is not (circle one) important to me, because

The ΦΚΘ Spiritual Quotient (SQ) Personal Assessment (cont.)

Put a small ✓ next to whichever statements are true for you right now.

- I am interested in spiritual questions.
- I am on a spiritual search that is positive or exciting.
- I am on a spiritual search that is unsettling or disturbing.
- I explore one or more of the spiritual belief systems of the world.
- I think about my purpose for being here on this earth.
- I think about the differences between various spiritual perspectives.
- I think about the possibility of being created by a God/Higher Power.
- I believe that human life is affected by spiritual forces.
- The idea of life after death seems possible to me.
- God/Higher Power gives me strength to face life's challenges.
- I feel obligated to follow my parents' religious practices.
- I feel disillusioned with my spiritual upbringing.
- To feel doubt is a normal phase in spiritual discovery for me.
- To feel doubt is a signal of spiritual weakness for me.
- I experiment with spiritual practices different from those of my childhood.
- If I found a spiritual perspective that fits what I want, I would choose to follow it.
- If God exists, I think I would want to connect with this Being.
- I feel that I have a personal connection with God/Higher Power.
- I seek to be spiritual in my everyday life.
- I am involved with a spiritual community at college.
- I spend time with at least one close friend who is very spiritual.
- I would enjoy having a conversation about spirituality with a friend.
- I talk with friends about spiritual topics or ideas.
- I have spiritual conversations with fellow students on campus.
- I can clearly articulate my most basic spiritual beliefs to a friend.
- I have a spiritual mentor.



INTERACTION

WHO'S WHO IN THE ROOM

Each brother will position himself standing up in a square facing inward toward one another. Bring your completed SQ Assessment with you to the activity. As the facilitator slowly reads aloud the 26 statements at the end of the SQ Assessment, he will invite participants to step forward if that particular statement is true for them.

Example: Step forward if you are “on a spiritual search that is unsettling or disturbing” or step forward if you “feel obligated to follow your parents’ religious practices.”

After the activity, debrief together on your observations, thoughts, and feelings about the exercise.



INSIGHT

In a day and age when world politics and social issues are shaped by religious ideologies, when spiritual interest is fueled by the uncertainty of chaotic and unpredictable global scenarios, and when most young men feel devoid of mentors who can help them navigate the vexing terrain of the spiritual questioning process, Phi Kappa Theta has become a pioneer in the important task of assisting their members in spiritual meaning making and the art of religious dialogue.

By encouraging undergraduates and alumni to develop the spiritual dimension of their lives and engage in spiritual discussions as integral to their Phi Kappa Theta lifelong experience, three immediate benefits emerge.

1 **Spiritual Discussion Produces Challenge.**

Brothers of all seasons and stations in life will benefit from engaging in thought-provoking and growth-producing spiritual conversations. It is much safer to avoid discussions about faith, but that is not who we are as an organization. We will move past the barrier of complacency and over the obstacle of passivity to welcome the challenge of other perspectives.

2 **Spiritual Discussion Piques Curiosity.**

We want our members to be curious and inquisitive thinkers who approach complex issues with compassionate sensitivity. As we engage with human beings who look and think and believe differently than we do, our hope is that we would lean into each story with a humble and teachable spirit to learn something new and listen intently to how others make sense of the world.

3 **Spiritual Discussion Promotes Community.**

Our Fraternity should be a place where a rich diversity of ideas, creeds, questions, and beliefs are welcome. As a result, spaces within Phi Kappa Theta chapters will push us far beyond mere tolerance towards transparent and authentic community.



INTERACTION

In light of these three fraternal benefits that are a result of promoting spiritual development within our chapters, what effect could recruiting spiritually wired undergraduates into our brotherhood produce?

What might prompt hesitancy or concern among some brothers who are not in attendance this weekend about recruiting spiritual students?



INSIGHT

Research underscores that college men who prioritize spiritual development in their own lives outpace their male peers in at least three notable areas:

- 1 Emotional & Mental Well-Being
- 2 Strong Leadership Abilities
- 3 Academic Performance



IMPLEMENTATION (PERSONAL)

- ✓ Discover which of the six spiritual stories of college men most resemble your own journey by reviewing the short article in Appendix 6.
- ✓ Reach out and begin talking to your brothers (and other close friends and family members) about your personal beliefs and spiritual questions that put you in a position to engage in conversations that move beyond mere pleasantries and dive beneath the surface.



IMPLEMENTATION (FRATERNAL)

- ✓ Encourage your Vice President of Spiritual Development to review the newly developed Spiritual Development Resource Guide that was made available to all Phi Kappa Theta brothers in January 2019... and to implement some of the exercises and experiments as part of the chapter's schedule of events.
- ✓ Start with scheduling a 20-minute Question of the Week Chapter Discussion that is a high-impact and low-hassle event where brothers meet to briefly discuss one of 140 questions listed in Appendix 7.



INVITATION

DREAM

... about the fact that reality is much bigger than you and your insulated and isolated life experiences, and that there are colossal questions beyond yourself worth exploring as you develop and mature holistically as a man.

DEVELOP

... an inquisitive spirit that is open to exploring the answers to life's complex and complicated questions.

DECIDE

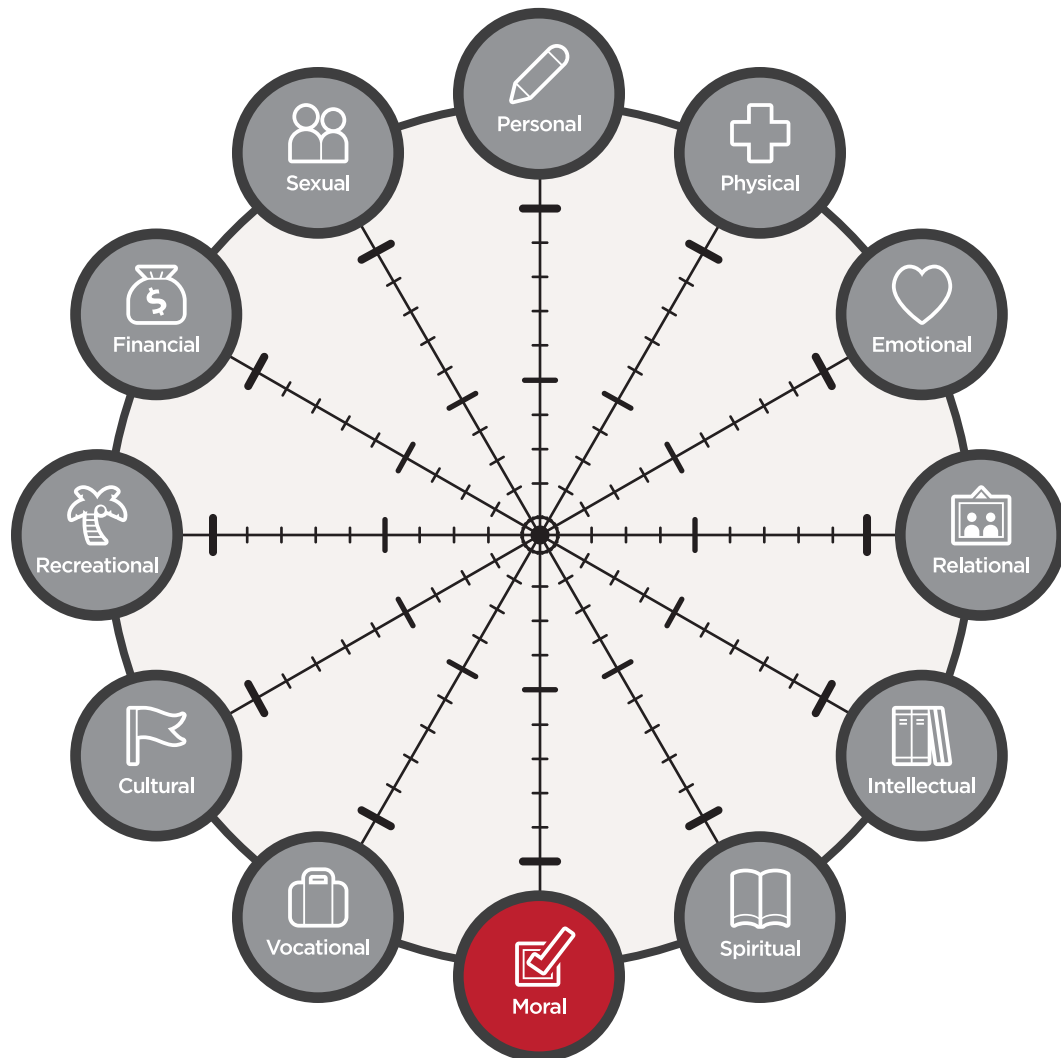
... to reflect on the big questions of life in a manner that connects with your own personal beliefs and values.

THE MORAL DIMENSION



IDEA

The **Moral Dimension** is the aspect of a man's life that focuses on his choices regarding his priorities, personal mission, calling in life, and ethics (what is right, wrong, good, bad, and best).





INTRODUCTION

The notion of morality has been marginalized in this day and age, which has created a host of personal problems for young men who have prioritized the demand for immediate gratification over and above the establishment of healthy boundaries.

Unfortunately, the concept of a moral compass has been closely associated with religion and its various rules, duties, and obligations. The sense that morality must be rooted in religious belief has become an obstacle and bias to many non-religious individuals from cultivating the spiritual dimension of their lives.

However, morality is primarily about **motivations**... regardless of a spiritual or secular worldview.



INTROSPECTION

What motivates you in life?

What motivates you to do *right* instead of *wrong*?

What motivates you to choose that which is *good* over what you feel is *bad*?



INTERACTION

Provide an example of morality: "She/He is moral, because..."


Provide an example of immorality: "He/she is immoral, because..."



INSTRUCTION


FOUR MORAL DIMENSION PRINCIPLES

- I am what I continually do.
- I will not wake up one day having become someone I have not been becoming.
- Each moment matters.
- Live every day with the end in mind.

 **Introspection:** If you could choose just one of these powerful principles to reflect upon for five minutes each day, which one would you select and why?

FOUR MORAL DIMENSION PROBLEMS

- _____ My own passivity and apathy
- _____ My preoccupation with pleasure
- _____ My failure to delay immediate gratification
- _____ No compelling vision for my life

 **Introspection:** Rank from 1-4 (1=Most & 4=Least) how often these four problems materialize in your life.

FOUR MORAL DIMENSION ACTION POINTS

- 1 Determine your ethical principles regarding what is right, wrong, good, and bad.
- 2 Daily review your top three values and allow those values to dictate your decisions.
- 3 Schedule your week's activities in light of your values and vision.
- 4 Tell the truth all the time: to yourself and to others.



INSIGHT

A brother's moral compass is embodied in a variety of ways, but is most evident by what he says, how he speaks, and his choice of words.



INTROSPECTION

Put a ✓ in front of every statement that accurately reflects your use of words in the past six months with a friend, family member, acquaintance, or significant other.

In other words, if you have spoken the statement in quotations to someone (but privately had the thought or unstated intention as indicated in the parentheses), check the box.

- “I love you” (but was selfishly wanting something in return).
- “I will try” (but never intended to follow through).
- “I’m listening” (but was preoccupied with my own thoughts).
- “I’m fine” (but inside I was hurting).
- “I’ll be there” (if nothing better comes up).
- “It didn’t bother me” (but it did).
- “I was just joking” (but I wasn’t).
- “Did you hear about (what this person did)?”
- “Nothing ever goes my way” (in the hope that people will respond with an uplifting comment).
- “That’s great news!” (but I didn’t really care).
- “I’ll never be good enough” (to find pity from others).
- “I totally suck at...” (in order to solicit a compliment).
- “We really need to hang out” (with no intention of making that actually happen).
- “I will give you a call later” (and you don’t or never intended to).
- “I will see you there” (and you don’t show up).

In the last six months, I have:

- spoken an unkind word, but clouded by humor.
- spoken a kind word to someone, but didn’t actually mean it.
- spoken something untrue about myself or my accomplishments.
- spoken a negative comment about one friend to another friend.
- spoken about a trusted secret about one person to another person.
- spoken sarcastically about something that I wanted to share with an individual but didn’t have the courage to confront in an upfront way.
- complained about the weather or some other insignificant fact simply because I didn’t know what else to say.
- made a racist comment behind someone’s back.
- made a homophobic comment behind someone’s back.
- made a sexist comment behind someone’s back.
- inflated a story to get a good laugh from others.



INTERACTION

Sharing as specifically or as generally as you prefer, share with one or two brothers sitting next to you how this exercise made you feel and what you learned about yourself.



INSTRUCTION

Talk Like Your Moral Reputation is at Stake

THREE KEY PRINCIPLES OF GUY TALK

- 1 Words are a window into the soul.
- 2 Communication is always happening, with or without verbal communication.
- 3 How we talk and what we say reveals much about our character and inner world.

TWO DISTINCT PARADIGMS OF GUY TALK

- 1 **Traditional:** Childish, Critical, and Closed
- 2 **Transformative:** Confident, Curious, and Complimentary

FIVE COMMUNICATION FLAWS FOR GUYS

- 1 Racism, Stereotypes, and Hate Language
- 2 Grumbling and Complaining
- 3 Gossip and Backbiting
- 4 Sarcasm and Course Humor
- 5 Exaggeration and Lying

FOUR ROOT ISSUES OF DYSFUNCTIONAL GUY TALK

- 1 Insecurity
- 2 Jealousy
- 3 Entitlement
- 4 Fear

THREE RARE AND EXTRAORDINARY TALK TACTICS FOR REAL MEN

- 1 Admit Failure
- 2 Ask Forgiveness
- 3 Affirm Friends/Family



INTERACTION

Moral Shout-Out!

- 1 Shout out something that you feel is **right**.
- 2 Shout out something that you feel is **wrong**.
- 3 Shout out something that you feel is **good**.
- 4 Shout out something that you feel is **bad**.
- 5 Shout out something that you feel is **best**.



INTROSPECTION

“Waste no more time arguing about what a good man should be. Be one.”

Marcus Aurelius

Place a **P** next to the top three Moral Virtues for which you most aspire *personally*.
Place a **C** next to the top three Moral Virtues that you wish for *your chapter* as a whole.

- | | | |
|--------------------------------------|---------------------------------------|--|
| <input type="checkbox"/> Honor | <input type="checkbox"/> Humility | <input type="checkbox"/> Generosity |
| <input type="checkbox"/> Courage | <input type="checkbox"/> Authenticity | <input type="checkbox"/> Empathy |
| <input type="checkbox"/> Compassion | <input type="checkbox"/> Excellence | <input type="checkbox"/> Contentment |
| <input type="checkbox"/> Respect | <input type="checkbox"/> Kindness | <input type="checkbox"/> Assertiveness |
| <input type="checkbox"/> Loyalty | <input type="checkbox"/> Gratitude | <input type="checkbox"/> Cooperation |
| <input type="checkbox"/> Honesty | <input type="checkbox"/> Patience | <input type="checkbox"/> Adaptability |
| <input type="checkbox"/> Prudence | <input type="checkbox"/> Commitment | <input type="checkbox"/> Integrity |
| <input type="checkbox"/> Grace | <input type="checkbox"/> Tenacity | |
| <input type="checkbox"/> Forgiveness | <input type="checkbox"/> Tact | |

Source: **25 Virtues Found in the Best of Men** by Chuck Chapman as highlighted on *The Good Men Project* online resource.



IMPLEMENTATION (PERSONAL)

- ✓ Construct a personal mission statement that reflects your core values and articulates your unique calling. See Appendix 8 for The Personal Mission Statement Worksheet.
- ✓ Review the four moral dimension action points on page 67, and select just one recommended practice to focus on in your personal life for 30 days.
- ✓ Say what you mean and mean what you say. Honor your word and keep your promises!



IMPLEMENTATION (FRATERNAL)

- ✓ At a chapter meeting, engage in a chapter discussion about the possibility of establishing three moral virtues for the chapter that every initiated brother could commit to personally and live out practically. Use the sample of 25 possibilities listed on the previous page to initiate the conversation.
- ✓ As a chapter, engage in a provocative discussion about morality and decide on three immoral actions that will never be tolerated among the brotherhood of Phi Kappa Theta.



INVITATION

DREAM

... about how you want those closest to you to speak about you at the end of your life in regards to your moral reputation.

DEVELOP

... a moral compass for yourself that reflects your core values.

DECIDE

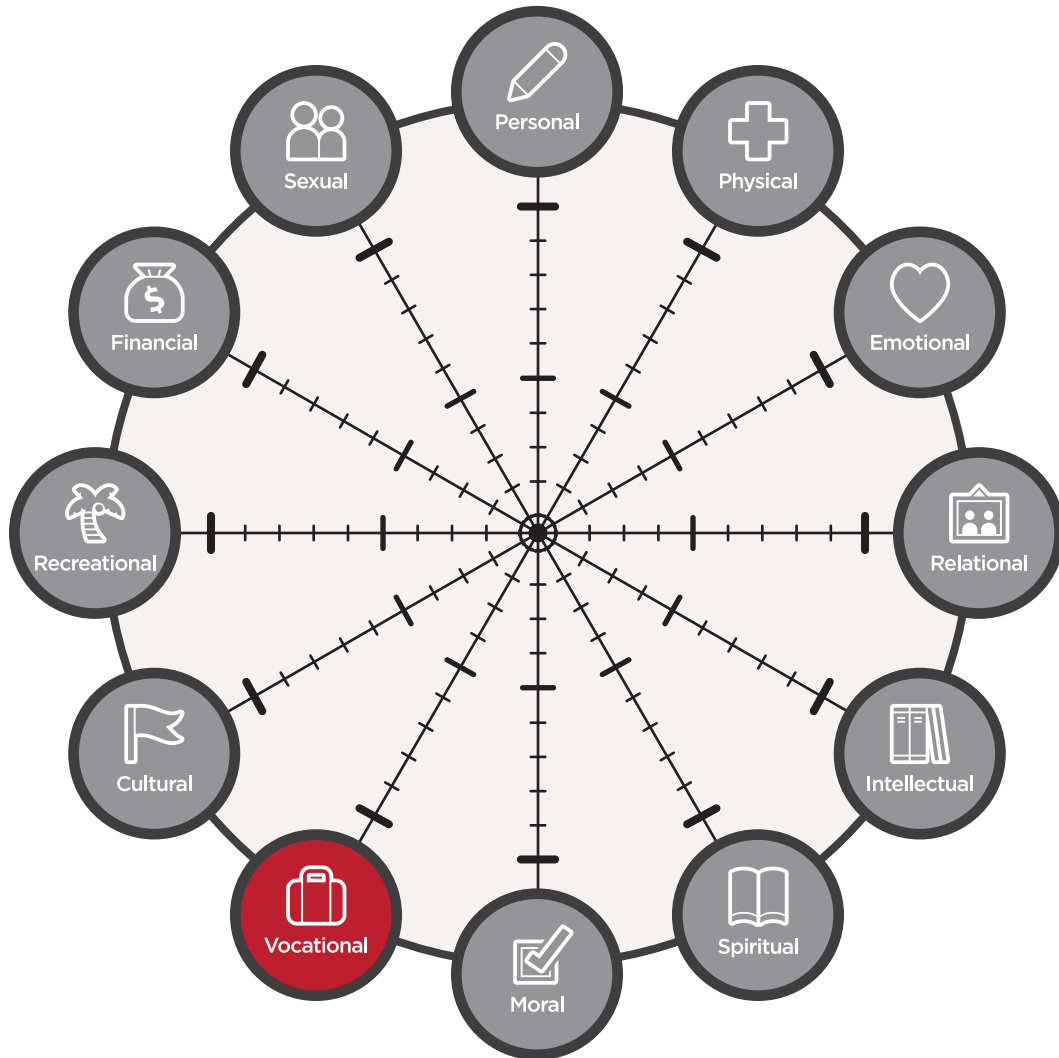
... to identify and cultivate your most important moral virtues and *put them into practice*.

THE VOCATIONAL DIMENSION



IDEA

The **Vocational Dimension** is the aspect of a man's life that focuses on his choices concerning educational pursuits, career aspirations, and workplace habits.





INTRODUCTION

I am far more than my job.

You are far more than your career. In fact, the vocational dimension represents only 1/12 of our lives. Yet, for most men, this alluring dimension drives most of their decisions and defines many of their values.



INTERACTION

Brainstorm the Differences Between a Job and a Vocation

JOB	VOCATION



IDEA

The Four Seasons of a Man's Life

Age 0-20

SEASON OF *IDENTITY* (LEARNING ABOUT MYSELF)

In this season, you need to Embrace Five Truths:

- 1 I am **someone** (I am more than just a something)
- 2 I am **significant** (I can make a difference)
- 3 I am **special** (I am like no one else in the entire world)
- 4 I am **spiritual** (I am more than meets the eye)
- 5 I am **strong** (I have the ability to follow through on my decisions)

Age 20-40

SEASON OF *INVESTIGATION* (DECIDING WHAT TO DO)

In this season, you need to Expose Five Lies:

- 1 My value is determined by what I accomplish.
- 2 My worth is measured by power, position, and possessions.
- 3 My self-image is dependent on the approval and affirmation of people.
- 4 My sense of security is rooted in career, capital, and control.
- 5 My happiness is a result of serving and satisfying myself.

Age 40-60

SEASON OF *INFLUENCE* (MAKING A REAL DIFFERENCE)

In this season, you should be in a sweet spot where you are only doing those things that only you can uniquely do.

Age 60-80

SEASON OF *INSPIRATION* (MENTORING THE NEXT GENERATION)

In this season, you invest most exclusively in meaningful relationships and pass along transformational wisdom and powerful life lessons to those who will follow behind you.



INTROSPECTION

In what season of life do you find yourself?

Have you successfully learned the lessons of the previous season?

Are you effectively learning the lessons of this current season?



INTERACTION

Rank from 1-10 (1=Most Important and 10=Least Important) which perks and amenities are your considerations when choosing a career and accepting an actual position.

___ Salary

___ Flexible Hours

___ Enjoyable Co-Workers

___ Calling & Cause Orientation

___ Health Benefits

___ Vacation Time

___ Retirement Package

___ Great Boss

___ Promotion Opportunities

___ Other:

Let's survey the room...



INSTRUCTION

Shaping a Fantastic Future

SEVEN PARANOIAS ABOUT THE FUTURE

- 1 What if I am not successful?
- 2 What if I do not achieve my dreams?
- 3 What if I miss that one opportunity of a lifetime?
- 4 What if I do not find that special someone?
- 5 What if I do not attain financial security?
- 6 What if I get stuck in a job I hate?
- 7 What if I never find happiness?

SEVEN PERSPECTIVES ABOUT THE FUTURE

- 1 I am not the center of the universe, and life is bigger than my individualized plan.
- 2 Compared to most of the world's population, I am extremely privileged.
- 3 I am not entitled to nor deserve to satisfy every desire or achieve every dream.
- 4 Worrying about the future is a worthless investment of my energy.
- 5 Obsessing about the future robs me of today's opportunities.
- 6 While I cannot control my future, I can participate in shaping my future.
- 7 Be today who I want to become tomorrow.

SEVEN PRACTICES FOR THE FUTURE

- 1 **Perspective**
Envision my future in a larger context than just my career.
- 2 **Preparation**
Focus on the development of my character and competencies today.
- 3 **Priorities**
Say yes only when it connects with my personal mission statement.
- 4 **Plan**
Establish short-term and long-term goals in light of the future.
- 5 **Proactivity**
Actually do today what I decided yesterday.
- 6 **People**
Initiate and invest in VIP relationships as an end in themselves.
- 7 **Persistence**
Don't avoid risks. Don't get discouraged. Don't give up.



INSTRUCTION

Formula for Finding a Good Career Fit

Enthusiasm x Education x Experiences x Expertise = Employment

Enthusiasm (I like it)

Education (I have knowledge about it)

Experiences (I am trained to do it)

Expertise (I am really good at it)

 **Introspection:** How would you grade yourself in each of the Four E's?



INSTRUCTION

Ten Powerful Workplace Habits

- 1 Do every task with excellence and give attention to details; do not ever cut corners.
- 2 Work both hard and smart.
- 3 Be an optimistic problem-solver, and not a pessimistic complainer.
- 4 Refuse to participate in workplace gossip.
- 5 Present yourself well – knowing that personal grooming, professional attire, and common courtesies really do matter.
- 6 Pursue opportunities with the intent to develop character qualities and competencies, and not just to pad your resume.
- 7 Reflect on the fact that value-added (and not just longevity) is the best gift you can give your supervisor and coworkers.
- 8 Guard against entitlement, jealousy, and comparison.
- 9 Take advantage of professional development opportunities, including coaching and mentoring.
- 10 Be all-in all the time when on the clock.

 **Introspection:** Have you ever struggled with living out one or more of these workplace habits?



INTERACTION

Each of the DMB Coaches (BBLA Facilitators) have very successful careers beyond coaching and consulting... and are responsible for hiring qualified professionals whom they will supervise in their respective fields.

Discuss with your particular DMB Coach their thoughts regarding these **five questions**:

- 1 Who do you hire?
- 2 Who do you fire?
- 3 Who quits?
- 4 Who do you retain?
- 5 Who do you promote?



INTROSPECTION

If asked by a potential employer at any point, “Why should I hire you?” have you formulated and memorized your response?



IMPLEMENTATION (PERSONAL)

- ✓ Evaluate and clean your social media presence utilizing Phi Kappa Theta’s partnership with and subscription to Diligence Lab. See supplementary handout.
- ✓ Have fun during these college years, but remember that your priority on campus is to get an education and to excel academically.
- ✓ Practice the art and activities of adulthood now, knowing that you will not magically become a mature individual at commencement. Who you become professionally will merely be an extension of your college self.



IMPLEMENTATION (FRATERNAL)

- ✓ As a perk to joining your Phi Kappa Theta chapter, provide professional development workshops for new members, such as Making a Fantastic First Impression, Top Three Interview Tips, Creating a Killer Resume, Strengthening My Self-Confidence, and Discovering My Unique Strengths.
- ✓ Develop strong relationships with Phi Kappa Theta alumni, not just to solicit funds, but instead to be mentored by them in career preparation and development.
- ✓ Create a culture in your chapter that celebrates academic success and reminds the brothers that a social life should be a reward (and not a replacement) for excelling in their educational pursuits.



INVITATION

DREAM

... about a career that helps solve societal problems, decreases pain and suffering, blesses humankind, and makes the world a better place.

DEVELOP

... an identity and self-image that is shaped by more than a profession, a position, or a paycheck.

DECIDE

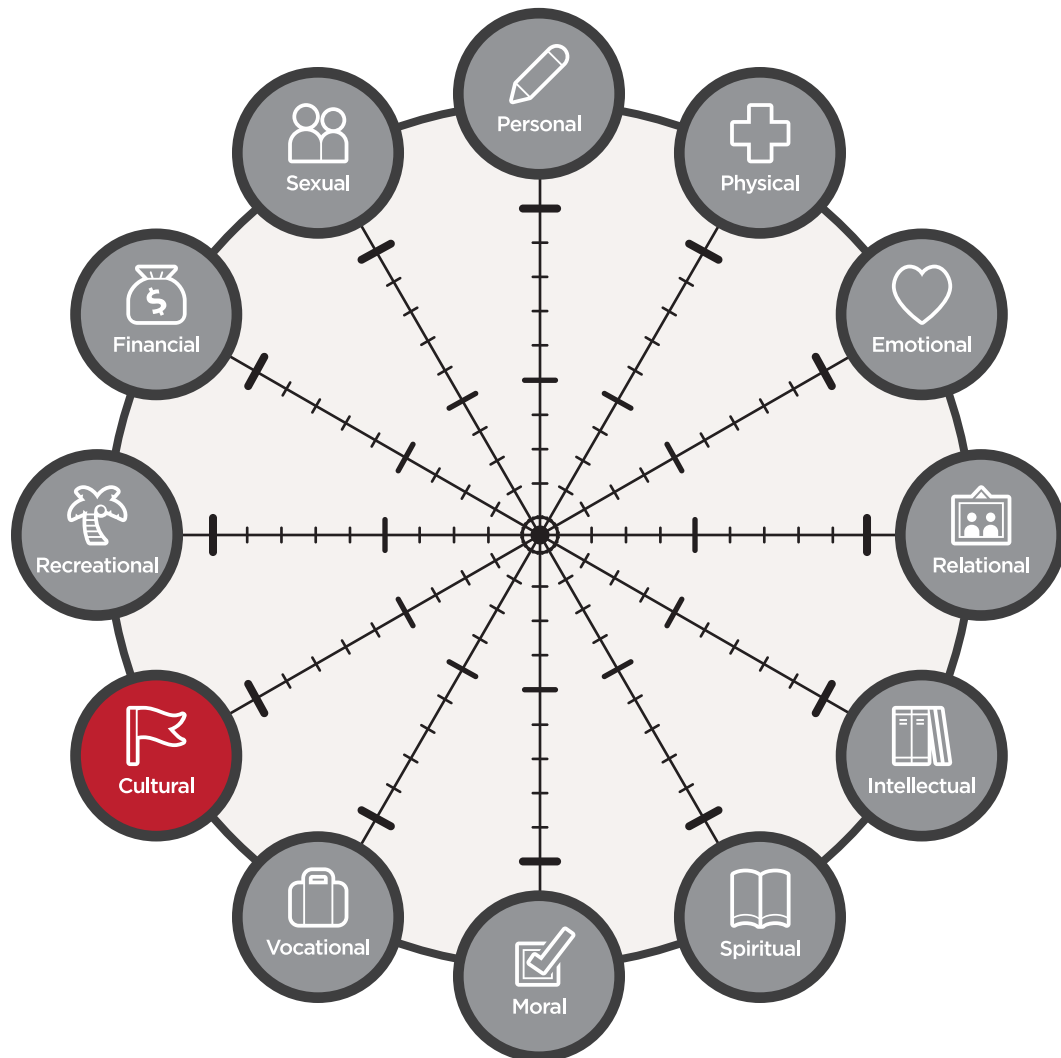
... to pursue a healthy work-life balance through each of the four seasons of your life.

THE CULTURAL DIMENSION



IDEA

The **Cultural Dimension** is the aspect of a man's life that focuses on how he interprets his family background, race, ethnicity, nationality, geographical upbringing, and political viewpoints.





INTRODUCTION

Diverse people and different perspectives make all of us somewhat nervous, whether we admit it or not.

Every young man has his triggers: those comments, skin colors, encounters, beliefs, or differences that cause us to recoil and look away, or in some cases, fight back. The root of all prejudice is fear. Period. One hundred percent of the time.



INSTRUCTION

Cultivating Cultural Literacy & Sensitivity

CULTURAL IDENTITY CATEGORIES

Race
Ethnicity
Nationality
Geography
Family Values
Sexual Orientation
Gender Identification
Religious/Spiritual/Secular Ideology
Political Persuasions
Education Level
Disability

CULTURAL CONVERSATION CHALLENGES

Passivity
Prejudice
Pride
Panic
Preoccupation

Cultivating Cultural Literacy & Sensitivity (cont.)

CULTURAL GROWTH CHOICES

- ✓ Identify life lessons, relationship patterns, life habits, and unspoken norms from your family of origin and how your upbringing has affected you today in each of the twelve dimensions.
- ✓ Seek to better understand your personal connection to a particular race, identity, geography, ethnicity, or nationality and decide in what ways you will incorporate these cultural components into your present and future life experiences.
- ✓ Exert the necessary energy to expose and decode your own personal prejudices and stereotypes towards others.
- ✓ Explore new places and engage with people different from yourself.



INTROSPECTION

Assign a grade (A, B, C, D or F) to each of the eleven cultural identity categories, based upon how you feel each identifier triggers discomfort or fear for you personally.

Example: Assign an A to those factors that activate your emotions the strongest when you encounter differences, and assign an F to categories for which you never experience a negative reaction to diversity.

- ___ Race
- ___ Ethnicity
- ___ Nationality
- ___ Geography
- ___ Family Values
- ___ Sexual Orientation
- ___ Gender Identification
- ___ Religious/Spiritual/Secular Ideology
- ___ Political Persuasions
- ___ Education Level
- ___ Disability



INTERACTION

Share with one or two trusted Phi Kappa Theta brothers in this room any of the cultural categories that cause you the most personal challenge (Graded A's or B's).



INTERACTION

Encountering Diversity Exercise

This activity is designed to assist each brother at this regional leadership conference to learn more about the various cultural differences represented here in the room. Each brother takes as many index cards as he chooses to share about himself. On one side of the card, he writes the descriptor (ethnicity, sexual orientation, disability, etc.) and on the other side of the card, he writes the specific details of that descriptor (Indian, bisexual, dyslexia, etc.).

Each participant will use masking tape to hang the cards on the front of his body with the general descriptor visible to others and the specific details turned inward and hidden from view. The activity is to walk around the room mingling together and observing the various cultural identifiers displayed on each of the conference attendees.

Then in the second phase of the exercise, brothers are encouraged to approach other brothers and initiate conversations with one another and ask permission to know more about their personal cultural differences. (Example: “Joe, do I have your permission to know more specifically about your disability?” or “James, I would like to know more about your religious ideology. Can I turn over your card?”).

Obviously, the goal is to kickstart a conversation that might last for a few minutes or more, depending on the individual’s willingness to share in response to the listener’s questions about the cultural differences.

To conclude the event, it is suggested that everyone sit together and debrief the activity with a series of questions, such as “How does this exercise affect your feelings about your Phi Kappa Theta brothers from around the region? What were some of the cultural commonalities and differences that were discovered about each other? Share with the group when you felt excited to learn something about another brother and maybe a time when you felt a bit uncomfortable.”

Important Note: *When sharing together as a larger group, do not share specific details about another brother’s cultural identity (without his permission), as it is possible that someone shared personal information with a few select brothers that he would rather not share with the entire group.*



INSIGHT

We are afraid of differences only until we begin to see and encounter the person behind any presumed label. However, when we take the time to lean in and look closely, our perspectives will change forever.



INSTRUCTION

Look Closely

THE BIG PICTURE

It is far easier to keep my distance from people who are different than me, rather than to encounter their stories and realities up close. Looking away feels safer and less scary, and far less disruptive to the way I have grown accustomed to seeing and interpreting the world around me through my own narrow perspective.

THE BASIC PRINCIPLES

- 1 Looking does not happen by accident.
- 2 Seeing is believing, and believing requires seeing.
- 3 Look beyond the obvious and between the lines.
- 4 Blindness is often a choice.
- 5 Don't look away when the reality is difficult or disturbing.

THE BEST PRACTICES

- 1 **Premeditation:** the choice to consider
- 2 **Proactivity:** the choice to step out
- 3 **Proximity:** the choice to draw near
- 4 **Presence:** the choice to stay close
- 5 **Participation:** the choice to be involved

THE BOTHERSOME PROBLEMS

- 1 Cloistered & Comfortable
- 2 Complacent & Content
- 3 Conflicted & Confused
- 4 Close-minded & Cautious
- 5 Critical & Cynical

THE BOLD PROMISES

- 1 Once you open your eyes, what you see might disrupt your thinking.
- 2 Once you open your eyes, what you see might reshape your sense of reality.
- 3 Once you open your eyes, what you see might break your heart.
- 4 Once you open your eyes, what you see might modify your plans for the day.
- 5 Once you open your eyes, what you see might shift your trajectory for tomorrow.



INTROSPECTION

Through what lens (my family, my community, my culture, my religion, etc.) do I most often interpret the world and evaluate others?

How do I currently respond when I see with my own eyes inequalities and injustices around me?

Am I a person who pauses long enough to look closely at diverse people and diverse places?

What gets in the way of me being an observant and thoughtful person in regards to cultural differences?

What could be my next steps to growing as an observant and thoughtful person in regards to cultural differences?



IMPLEMENTATION (PERSONAL)

- ✓ The 30-Day Experiment: Review the four cultural growth choices on page 83, and select just one recommended practice to focus on in your life for one month.
- ✓ Identify any of the 11 cultural identity categories to which you assigned yourself the letter grade of A or B (acknowledging your personal discomfort), and begin studying or exploring the distinct facets to this particular identity or perspective in order to improve your understanding.



IMPLEMENTATION (FRATERNAL)

- ✓ Identify any unhealthy patterns of prejudices (sexism, racism, homophobia, etc.) that manifest themselves in your chapter, as well as hate speech of any kind.
- ✓ Schedule the Encountering Diversity Exercise with the brothers of your chapter to increase understanding and enhance empathy for a variety of differences that exist within your own brotherhood.



INVITATION

DREAM

... about your personal contribution in helping to shape a world without needless fear of harmless differences and devoid of hesitancy of diverse peoples and perspectives.

DEVELOP

... an awareness and appreciation for diversity, as well as a strong cultural literacy that will enhance both your life experience as a global citizen as well as your marketability as a professional in the workplace.

DECIDE

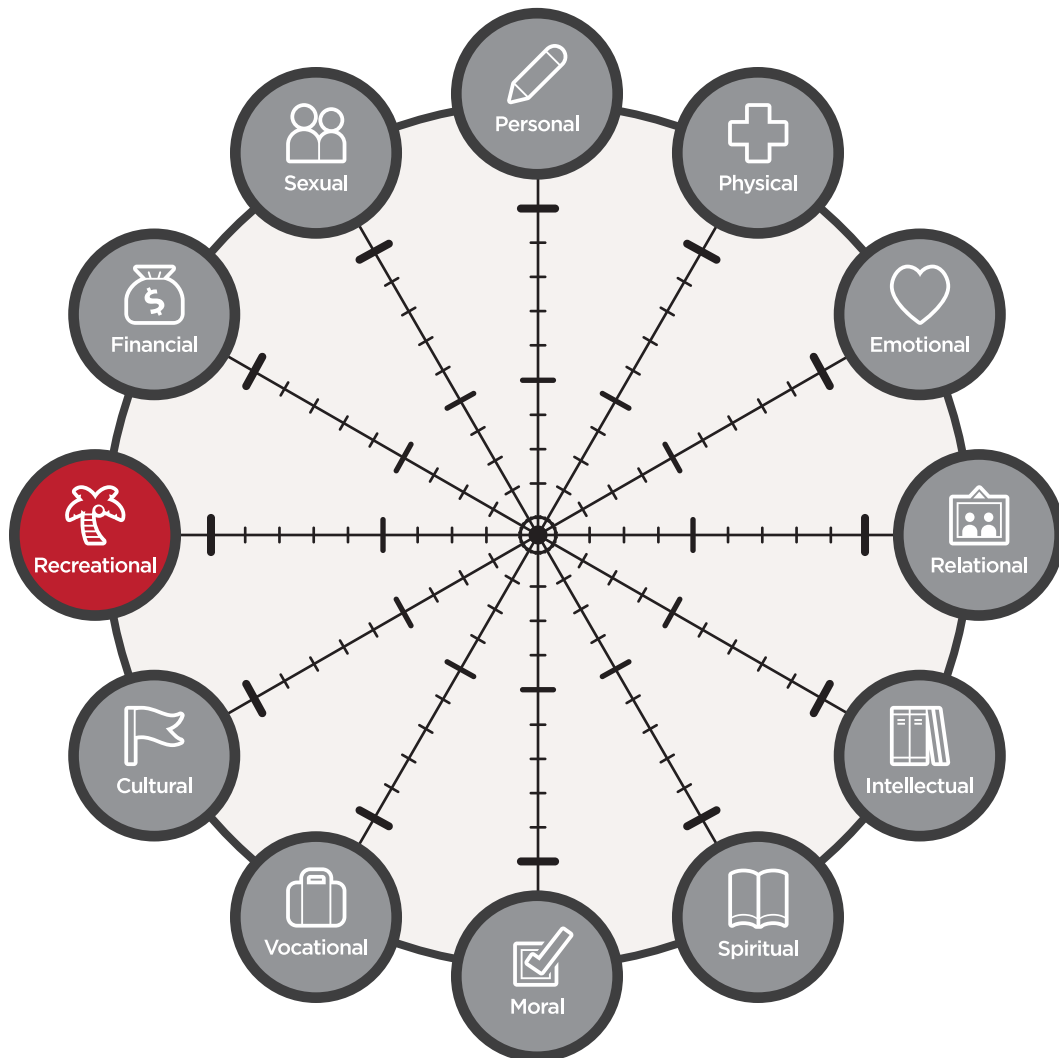
... to lean into the stories of people who are different from you with an inquisitive spirit and a posture of humility.

THE RECREATIONAL DIMENSION



IDEA

The **Recreational Dimension** is the aspect of a man's life that focuses on his choices regarding rest, relaxation, leisure activities, hobbies, and his perception on the nature of fun.





INTRODUCTION

Good times. Hanging out. Parties. Dancing. Socials. Drinking. Sports. Video games. College men enjoy having fun. Don't we all?

We think about the next fun experience or the next fun activity or the next opportunity to relax more than most anything else.

But why?

Our fixation on fun is interesting and curious, which makes this discussion so very important for young men.



INTROSPECTION

Index Card Exercise

Imagine it is Friday afternoon and the weekend is now only a few hours away. In your dream world, what would make this weekend the best ever?

Write down your #1 choice for having fun.

Please be as specific and honest as possible, since this is an anonymous activity. Fold your card in half and place it in the bowl in the middle of the room.



INTERACTION

The facilitator will read all of the cards outloud.

Then the participants will openly discuss their thoughts about what they heard and experienced.



INSTRUCTION

Having Fun that is *Truly* Fantastic Fun


OBJECTIVE OF HAVING FUN

Fun is the by-product of engaging in enjoyable experiences in a playful, positive, and purposeful way that refresh and rejuvenate the mind, body, and spirit.

OPTIONS (HEALTHY & UNHEALTHY) FOR HAVING FUN

- Memory-Making with Friends (hanging out of all sorts)
- Trips & Travel (new places, nature encounters, and unique sites)
- Food Indulgences (cooking, comfort food, and creative culinary experiences)
- Reading & Reflection (books, magazines, meditation, and solitude)
- Sexual Stimulation (pornography, masturbation, and erotic encounters)
- Chemical Substances (tobacco, caffeine, alcohol, weed, and other drugs)
- Media Entertainment (internet, social media, television, movies, and video games)
- Gambling (online, casinos, informal card games with friends)
- Sport (exercise, competition, and fan-based spectating)

 **Introspection:** Which of these options are your preference for fun and why?

 **Interaction:** Which of these nine options are most likely to accomplish the purpose of fun: “to refresh and rejuvenate the mind, body, and spirit”?

OUTCOMES FOR HAVING *TRULY* FANTASTIC FUN

- Relational connection with lifegiving people
- Replenishing an empty emotional tank
- Realizing a calm and unhurried state of being

OBSTACLES TO HAVING *TRULY* FANTASTIC FUN

- Seeking to evade responsibilities or escape reality
- Substituting mere amusement for meaningful recreation
- Selecting activities that feed unhealthy life patterns and addictions
- Searching for happiness as the goal when having fun

Having Fun that is *Truly* Fantastic Fun (cont.)

OWNING YOUR OPPORTUNITIES FOR HAVING *TRULY* FANTASTIC FUN

- Find friends who inspire you to choose healthy outlets for recreation.
- Stop living for the weekend; Monday through Friday is not a dress rehearsal for Saturday & Sunday.
- Choose hobbies and pastimes that refresh and refuel you for the next day/week.
- Avoid leisure activities that sap your energy, numb your soul, or encourage an escape from reality.
- Eliminate entertainment options that isolate you from people or strain important relationships.
- Designate one day every week as a day of rest.



INTERACTION

As you will notice, there are six designated spaces throughout the room that represent each of the Six Opportunities for Owing Your Fun.

Walk to the space that reflects a perspective/principle that you feel would help you experience healthier and more fantastic fun in your life.

Chat with those who are standing with you and share your thoughts/insights on the matter. Repeat this activity by visiting a second station and interact about that particular perspective/principle, as well.



INSIGHT

Fun is meant to be pleasurable. However, as the intensity and frequency of certain recreational activities increase, the once-enjoyable activity now rules the heart, controls the mind, and is only gratifying in ever-increasing measure. Fun has now morphed into a mental, emotional, and/or physical stronghold. As a result, an addiction has developed.



INSTRUCTION

Breaking Free from Addiction

TOPIC OF ADDICTION

Addiction is a deliberative series of actions, which produces temporary positive rewards followed by often-delayed negative consequences.

TYPES OF ADDICTION

Food addictions (particularly sugar and fat)

Sex addictions (pornography, incessant masturbation, hooking up)

Substance addictions (tobacco, drugs, caffeine, alcohol)

Entertainment addictions (Facebook, mobile phone, television, movies, social media)

Gaming addictions (role playing, video games, and gambling)

Shopping addictions (overspending, hoarding, collecting)

Activity addictions (working and working out)


TRUTH ABOUT ADDICTION

- Addiction is a result of misdirected motion to find pleasure and satisfaction
- Addiction is an illegitimate response to a legitimate need
- Addiction begins with a choice, but grows into a neurological issue over time
- Addiction occurs when two characteristics are present: ruling emotions and lack of self-control

- Addicts: masters of minimizing, lying, and excuse-making
- Addicts: the future is now, so it is hard to see beyond the moment

- Addiction symptoms:
 1. Others notice it
 2. Relationships change
 3. More of the activity or substance is required to experience the same rush
 4. Behaviors are hidden and justified

- Addiction can be overcome through neurological reprogramming to build new neuro-pathways
- Addiction is managed, but not eliminated
- Addiction is about “freedom from” as opposed to “healing of”

 **Interaction:** How have the addictions of family members or close friends impacted your life?

Breaking Free from Addiction (cont.)

TIPS TO BREAKING FREE FROM ADDICTION

- 1 **Admit** your addiction to close friends and family members
- 2 **Acknowledge** your addiction is harmful and that you want healing
- 3 **Ask** for help and accountability
- 4 Change routines (21 days is often sufficient to form a new habit)
- 5 Trade harmful addictions for healthy addictions
- 6 Invest in cultivating new pleasure centers
- 7 You can't make big changes, but you can make small choices



INTROSPECTION

For the next few minutes, be honest with yourself. Are you struggling with an addiction? If so, what is your next step in facing this reality?



IMPLEMENTATION (PERSONAL)

- ✓ Be curious by experimenting with new experiences and additional options for having fun that will stretch you and expand your horizons.
- ✓ Be creative about planning weekend events that are actually more pleasurable and memorable than the same-old parties and socials.
- ✓ Reach out to any of the DMB Coaches to seek guidance and support if one of your favorite outlets for fun is beginning to backfire and cause negative consequences in your life.



IMPLEMENTATION (FRATERNAL)

- ✓ Plan regular brotherhood events that incorporate a wide variety of lifegiving and memory-making activities beyond just parties and socials that always require mood-altering substances.
- ✓ Address addictive behaviors among members of the chapter and its effects on the larger brotherhood in an honest and non-judgmental manner.



INVITATION

DREAM

... about a best version of you that integrates fun experiences into the rhythms of your life, without amusement becoming the preoccupation of every week and the ultimate goal of your existence.

DEVELOP

... a healthy perspective and purposeful plan to cultivate your playful side in a way that makes you feel truly alive.

DECIDE

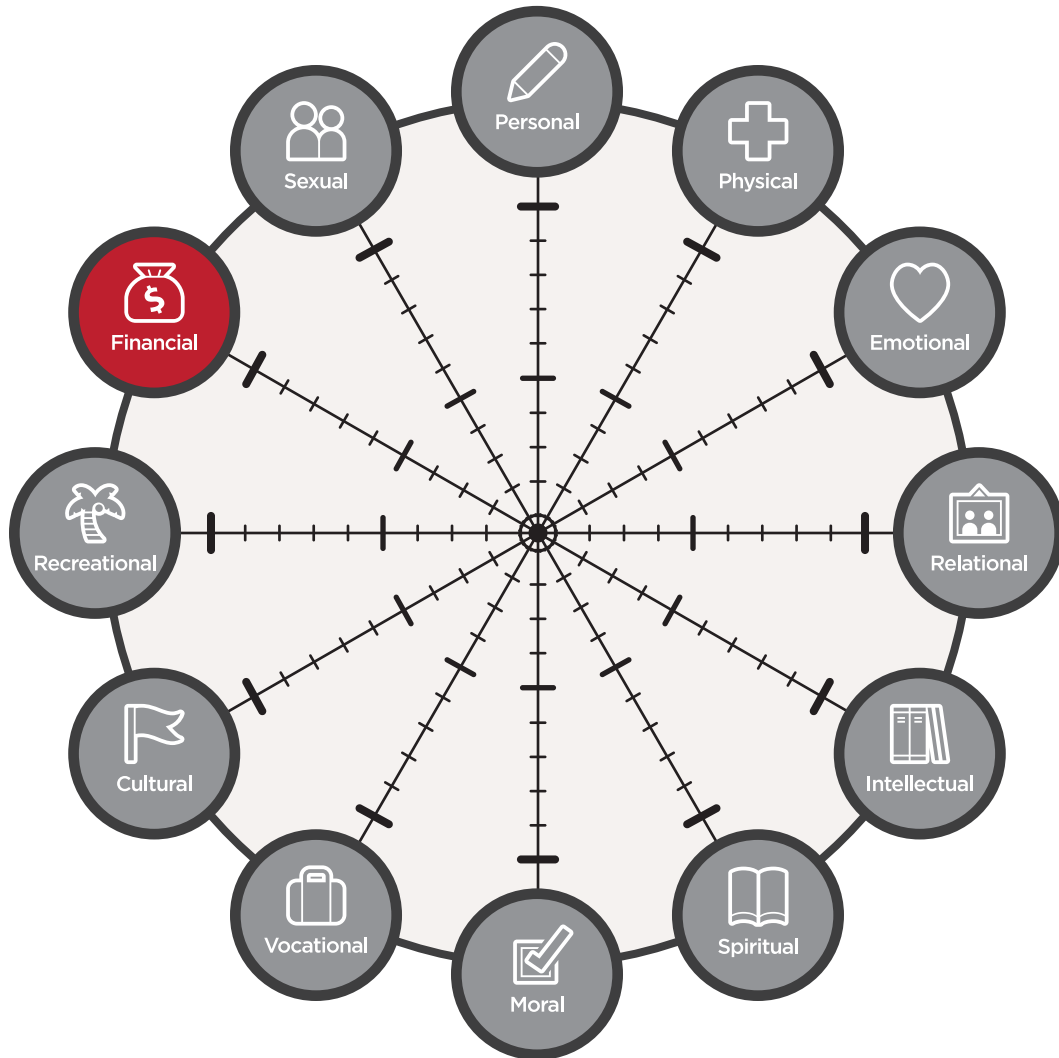
... to play hard, laugh often, and love extravagantly those with whom you enjoy the positive experiences of life.

THE FINANCIAL DIMENSION



IDEA

The **Financial Dimension** is the aspect of a man's life that focuses on his choices about money: spending, saving, investing, budgeting, debt, and charitable giving.





INTRODUCTION

Money opens doors of opportunity. Money yields influence. Money is power. For most Americans, there is a strong belief that money is the key to happiness. Maybe not the only key, but surely the biggest key.

Second only to the physical dimension of life – your financial perspective, priorities, and practices will affect who you are becoming as a man more than you can imagine.



INTERACTION

Scavenger Hunt



INTERACTION

Who or what has most shaped your personal perspective and feelings about money?



INTROSPECTION

How would you describe your socioeconomic status?

My immediate family is:

- Impoverished
- Poor
- Lower-Middle Class
- Middle-Class
- Upper-Middle-Class
- Upper Class
- Rich
- Extremely wealthy

Apart from my family, I am:

- Impoverished
- Poor
- Lower-Middle Class
- Middle-Class
- Upper-Middle-Class
- Upper Class
- Rich
- Extremely wealthy



INSIGHT

Wake-Up Call

If there were only 100 people in the world today (as opposed to 7.5 Billion), here is the breakdown. **Take special note of who is wealthy.**

GENDER

50 would be female
50 would be male

AGE

25 would be 0-14
66 would be 15-64
9 would be 65 and older

GEOGRAPHY

60 would be from Asia
16 would be from Africa
10 would be from Europe
9 would be from Latin America
5 would be from North America

RELIGION

31 would be Christian
23 would be Muslim
16 would not be religious
15 would be Hindu
7 would be Buddhist
8 other

FIRST LANGUAGE

12 would speak Chinese
6 would speak Spanish
5 would speak English
4 would speak Hindi
3 would speak Arabic
3 would speak Bengali
3 would speak Portuguese
2 would speak Russian
2 would speak Japanese
60 would speak other languages

EDUCATION

7 would have a college degree

LITERACY

86 would be literate
14 would be illiterate

SHELTER

78 people would have shelter
22 would not

URBAN/RURAL

54 would be urban dwellers
46 would be rural dwellers

DRINKING WATER

91 would have safe water
9 would not have safe water

FOOD

11 would be undernourished

INFECTIOUS DISEASE

1 would have HIV/AIDS
1 would have tuberculosis

ELECTRICITY

82 would have electricity
18 would not

TECHNOLOGY

65 would be cell phone users
47 would be internet users
95 live in an area cell service

SANITATION

68 would have sanitation
14 would have no toilets
18 would have unimproved toilets

WEALTH

15 earn less than \$1.90 per day
56 earn \$2-10 per day
13 earn \$10-20 per day
9 earn \$20-50 per day
6 earn \$50-90 per day

Only 1 would make more than \$90 per day, and that one person would control 50% of the world's wealth.

SOURCE: www.100people.org (Statistics as of 2016)



INTERACTION

How do you and your family compare to the rest of the world?



INSTRUCTION

Making the Most of My Money!

Perspective and Advice for Seemingly “Broke” College Students

BIG PICTURE ABOUT MONEY

Money is the primary resource by which human beings attempt to secure provision (meet needs) and seek prosperity (achieve wants) through spending, saving, and/or investing.

BOLD PERSPECTIVE ABOUT MONEY

- 1 Consumerism backfires by robbing people of contentment.
- 2 Money does not guarantee safety, security, and/or satisfaction.
- 3 The poorest college student is wealthier than 71-84% of the world’s population.
- 4 Research suggests that a \$75,000/income/year is where happiness plateaus in reference to wealth.
- 5 *Stewardship* of money is a more realistic and empowering notion than *ownership* of money.
- 6 Generosity should not be postponed until later, because later will never come.
- 7 Millionaires and lottery winners have high rates of depression and suicide.
- 8 Money should be viewed as a *tool for positive change*, and not a *treasure for personal consumption*.
- 9 A spirit of gratitude is cultivated more by giving than getting.
- 10 Budgeting money is not bondage, but the pathway to freedom.
- 11 Greed will steal your joy, and wealth will increase your worry.
- 12 Money can buy some level of comfort and convenience, but not control or contentment.
- 13 Wealth is uncertain, unpredictable, and ultimately unsatisfying.

 **Interaction:** Which of these 13 perspectives most strike a chord with you and why?




INSTRUCTION

Making the Most of My Money! (cont.)

BIGGEST PITFALLS WITH MONEY

- 1 Inability to delay immediate gratification when making financial decisions
- 2 Accumulation of personal debt for non-essential possessions and/or services
- 3 Paying the minimum monthly requirement on credit card balances
- 4 Spending college loan dollars like Monopoly money
- 5 Living beyond your means while ignoring reality: “I can’t live on a budget.”
- 6 Starting to save/invest too late in life to achieve later-in-life goals
- 7 Failure to realize that every dollar counts and can contribute to a positive future for you and others

 **Introspection:** Underline which one of these seven pitfalls are most challenging for you personally.

BEST PRACTICES WITH MONEY

- 1 Establish a personal budget that accurately tracks income and expenses.
- 2 Eliminate all personal debt (via credit cards, in particular) as it pertains to “wants.”
- 3 Limit the amount of your college debt to what you *actually* need.
- 4 Designate a portion of your earnings to charitable causes, even in this season of life.
- 5 Start saving now to reap exponential growth in the future.
- 6 Postpone spontaneous big-dollar purchases for at least one week.



INTROSPECTION

For just a few moments, theoretically consider how choices in the financial dimension of life might intersect with the other eleven dimensions.

Draw a line from the financial dimension to as many of the other dimensions that you feel are likely affected by spending, saving, investing, budgeting, debt, and charitable giving.



Interaction: Share with one another what you discovered about the significance of the financial dimension.



IMPLEMENTATION (PERSONAL)

- ✓ Live on a weekly budget.
- ✓ Make the choices necessary to eliminate personal debt.
- ✓ Start practicing generosity now.



IMPLEMENTATION (FRATERNAL)

- ✓ Help brothers who are failing to pay dues to realize that this is not due to financial hardship, but often a result of irresponsible financial choices.
- ✓ Offer educational workshops on financial literacy or rally members to attend campus-sponsored events that address the topic of money.



INVITATION

DREAM

... about growing into a grateful and generous person who utilizes personal wealth to enjoy life, bless others, and join the fight against global income and resource inequality.

DEVELOP

... a mentality that views your own wealthy status in the world as both a privilege and responsibility – but not a right.

DECIDE

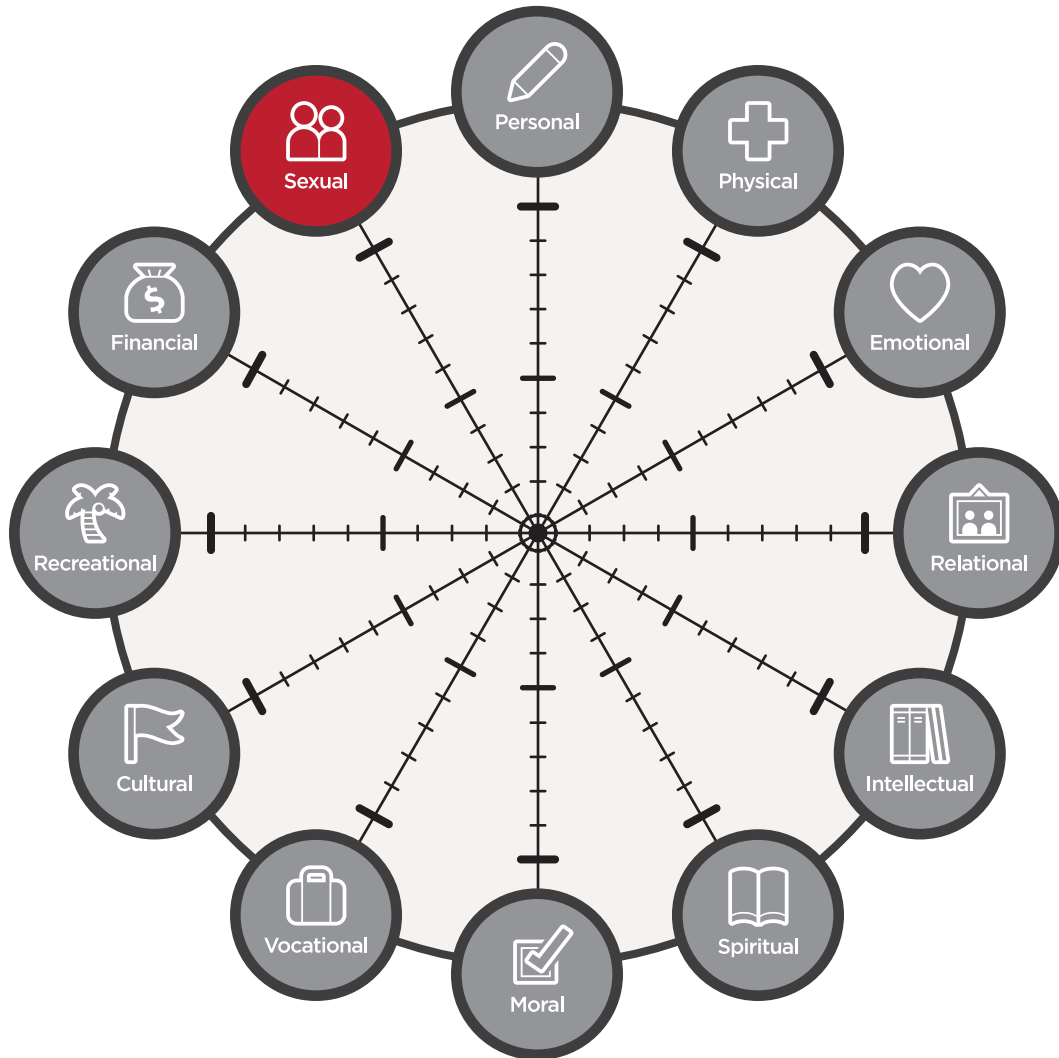
... to live out servant leadership personified in the motto: “give, expecting nothing thereof” in the financial dimension of your life.

THE SEXUAL DIMENSION



IDEA

The **Sexual Dimension** is the aspect of a man's life that focuses on his choices about sexual boundaries, preferences, and activities.





INTRODUCTION

Conversations about sex can be dynamic, somewhat delicate, and maybe even difficult. Some of our most memorable experiences could be connected to the sexual dimension of our lives. Surely, some of our strongest desires are associated with our sexuality. Furthermore, there are Phi Kappa Theta brothers who have also suffered and struggled in the sexual dimension of their lives.

Regardless of where you find yourself today in regards to your sexual orientation, sexual beliefs, and/or sexual behaviors - please know that this next hour represents an extremely important opportunity, and just might be one of the most significant conversations of your life.



INTERACTION

Does anyone have an awkward “it is time for *the* sex talk” story?



INTROSPECTION

Who or what has most shaped your personal perspective and feelings about your sexuality and/or sexual intimacy in general?



IDEA

As part of this regional leadership conference, there is the possibility that you might have skipped the interactive conversation about Romantic Love & the Dating Scene as part of the Relational Dimension session, depending on the preferences of the undergraduates in attendance. If that is the case, I have duplicated the same content here from pages 47-48 of your Field Manual for your consideration. Romantic love, dating, and sex are so closely intertwined that a discussion on sexuality must include a review of the principles and practices noted below.

Note: If you have already engaged in this conversation this weekend, jump forward to the Instruction entitled Dynamic Sex.



INSTRUCTION

Making Sense of Romantic Love & the Dating Scene

Note: These principles transcend the diverse categories of romantic relationships, and couples of all kinds have found these ideas and insights to be quite beneficial to the health and well-being of their relationships.

THE “FALLING IN LOVE” FALLACY

- Lasting Love Begins with a Choice
- Lasting Love Requires Daily Attention and Action
- Lasting Love Intermittently Includes Strong Feelings

THE EIGHT QUALITIES TO LOOK FOR IN A FUTURE MATE

- 1 Connection (Social, Intellectual, and Spiritual)
- 2 Chemistry (Physical and Emotional)
- 3 Core Values (Values, Principles, and Beliefs)
- 4 Communication Style (Listening, Fighting Fair, and Conflict Resolution)
- 5 Course of Life (Career Path and Anticipated Overall Direction)
- 6 Calling (Overarching Purpose and Passions)
- 7 Compatibility (Differences aren't Disruptive)
- 8 Character (Integrity, Humility, Trustworthiness, and Self-Control)

FIVE HEALTHY DATING PRINCIPLES & PRACTICES

- 1 Date to give, not to get.
- 2 Only verbally communicate what you are willing to back up with commitment, and only engage in physical intimacy that reflects what has been verbally communicated.
- 3 Treat your significant other as though he/she might be married someday to your best friend.
- 4 Establish appropriate boundaries in all areas of the relationship, since playing marriage in a dating relationship fosters unhealthy codependency.
- 5 Stay connected to a community of friends who will help you keep your head straight before, during, and after a romantic relationship.

Making Sense of Romantic Love & the Dating Scene (cont.)

FIVE MYTHS ABOUT THE PERFECT DATING RELATIONSHIP

- 1 We expect exactly the same things from dating.
- 2 The strengths in our relationship will only get stronger in time.
- 3 Difficult aspects in our relationship will disappear over time.
- 4 My girlfriend/boyfriend will fulfill all of my desires and meet all of my needs.
- 5 Romantic love is the key to my personal wholeness.

THE SEVEN COMMON MISTAKES IN FAILED DATING RELATIONSHIPS

- 1 Sexual Intimacy: Too much, too fast, too soon.
- 2 Inability to distinguish between dating desires and dating needs
- 3 Cutting corners in prioritizing quality and quantity time with one another
- 4 Substituting small talk for encouragement and affirmation
- 5 Allowing sarcasm, criticism, and unkindness to creep into the relationship
- 6 Letting the relationship become dull, predictable, and routine
- 7 Control and manipulation as a result of jealousy and insecurity

THE SEVEN QUESTIONS TO ASK BEFORE SAYING “I DO!”

- 1 What is my primary goal for getting married?
- 2 What are the top three things I am wanting from a marriage partner?
- 3 What are the areas of tension and conflict in my current relationship, and how do I imagine those issues might play out in marriage?
- 4 If my romantic partner stays just as they are today with no changes to their personality, perspectives, or behaviors, would I still want to be married to this individual ten years from now?
- 5 How have my role models for marriage affected my view of, expectations for, and approach to the marriage relationship?
- 6 What about my parents' marriage do I want to emulate and escape?
- 7 Do I believe that getting married is a cure for my loneliness or essential to my happiness?

Interaction: Q&A with your DMB Life Coach

Write your most pressing and/or complexing questions about dating and romantic relationships to be answered in the few remaining minutes of this session by the facilitator... or if time does not allow, at one of the mealtimes or at the optional Open Forum.



INSTRUCTION

Dynamic Sex

THREE PERSPECTIVES

- 1 Sex is positive.
- 2 Sex is powerful.
- 3 Sex is problematic.

THREE PURPOSES

- 1 Procreation
- 2 Connection
- 3 Satisfaction

THREE PROBLEMS

- 1 Pornography
- 2 Promiscuity
- 3 Patterns

THREE PICTURES

- 1 Super Glue
- 2 Scotch Tape
- 3 Fireplace

THREE PRINCIPLES

- 1 Dynamic sex is other-centered, not self-centered.
- 2 Dynamic sex is safe, not risky.
- 3 Dynamic sex is permanent, not temporary.



INTERACTION

For the next few minutes, take this opportunity to anonymously **admit** something (orientation, preferences, behaviors, struggles, desires, etc.) and/or anonymously **ask** a question relating to the sexual dimension.

Write your admission or question on an index card and be sure to label it (“admit” or “ask”) so that these cards can be separated into two piles.

The facilitator will use the time allotted in this session to read the admissions, as well as field as many of the questions as possible. If time runs short, questions will continue to be addressed during mealtimes or at the optional Open Forum.



IMPLEMENTATION (PERSONAL)

- ✓ Minimize the viewing of online pornography.
- ✓ Make a list of your personal sexual boundaries and preferences before entering a romantic relationship.
- ✓ Do not engage in sexual activity of any sort that distracts, controls, or overpowers you.



IMPLEMENTATION (FRATERNAL)

- ✓ Facilitate an environment for open and honest conversations with the brothers about the sexual dimension of life.
- ✓ Maintain a zero tolerance policy for any choices or conversations among brothers concerning sexual conquest or sexual abuse.
- ✓ Cultivate a welcoming environment for brothers who would embody a different sexual orientation than heterosexuality.
- ✓ Maintain a spirit of accountability with one another concerning positive sexual expression, particularly in this regard: before entering into any sexual activity with a partner, communicate intentions and seek consent.



INVITATION

DREAM

... about how you want to be remembered by others in regards to the sexual dimension of your life: as a man of integrity and character with sexual boundaries... or someone who selfishly used and abused others for his own pleasure and self-gratification.

DEVELOP

... a healthy sexual identity that reflects your beliefs and core values.

DECIDE

... to make sexual choices in this current season of your life that your future spouse and children will someday respect and admire.

INSPIRING YOUR BROTHERS TO MAXIMIZE THEIR LIVES



INTRODUCTION

You are here, and they are not. You showed up, but they did not. You made an investment, and they missed out.

However, as an aspiring servant leader in your chapter, you have the opportunity to embody what you have experienced, express what you have learned, and encourage your brothers to become the best version of themselves.

You will go home today with a field manual filled with conversation starters, bold principles, best practices, and a variety of activities you can facilitate within the context of your chapter. Yes, you. Yes, now.

Truly, you are not alone. Many of you have a cohort of Maximize Your Life conference graduates who will travel back with you. Regardless, your DMB Coach is always just a phone call away.



INTROSPECTION

As you reflect upon the many possibilities listed here, **select three** that you feel are most urgent as you consider the challenges and possibilities of your chapter.


- ✓ Consider your unique contribution or role (either formal or informal) to your chapter/brotherhood as you reflect upon the combination of your personality, strengths, and core values.
- ✓ Challenge every brother in the chapter to complete a personality and strengths assessment for himself.
- ✓ Encourage every brother in the chapter to explore his own core values by starting a 90th Birthday or Funeral Journal.

continued...


- ✓ Rally your brothers to become a community of physically fit young men.
- ✓ Embark on a journey together to seriously contemplate how your fraternity culture, activities, and routines enhance or hinder positive food, sleep, and exercise choices of its members.
- ✓ Invite nutrition and fitness coaches to offer their expertise as a service and amenity to the chapter membership.
- ✓ Think through a proactive strategy of dealing with specific brothers who tend to react to difficult situations with intense and escalated emotions.
- ✓ Schedule 21 Days of Gratitude for the entire chapter by declaring that the chapter is a zero-complaining zone for an entire three weeks.
- ✓ Establish chapter norms for expressing anger or frustration to another brother.
- ✓ Schedule and plan a **ΦΚΘ**-sponsored Father-Son, Mother-Son, Parent-Son weekend event on campus that includes a night of tributes to these significant family members.
- ✓ Schedule a **ΦΚΘ** Brotherhood event called an Encouragement Bombardment, where everyone sits in a circle and five brothers volunteer to talk about each brother in the circle... sharing the five things about each member that is most appreciated and/or admired by other brothers.
- ✓ Set aside an entire day for an honest and transparent conversation about the health of the chapter's brotherhood. 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. Free to utilize DMB's Brotherhood Covenant tool in Appendix 4.
- ✓ Establish a plan of action to create a culture within the chapter where non-members (particularly women) feel valued, safe, and honored when socializing with PKT brothers.
- ✓ Initiate a Book Club or Blog Discussion in the chapter where brothers meet regularly to interact about what they are learning as they read and reflect upon a common source of insight together.
- ✓ Set aside 5 minutes at each weekly chapter meeting for one member to share a source of personal knowledge or expertise that will benefit all the brothers now or in the future.

- ✓ Encourage your Vice President of Spiritual Development to review the newly developed Spiritual Development Resource Guide that was made available to all Phi Kappa Theta brothers in January 2019... and to implement some of the exercises and experiments as part of the chapter's schedule of events.
- ✓ Start with scheduling a 20-minute Question of the Week Chapter Discussion that is a high-impact and low-hassle event where brothers meet to briefly discuss one of 140 questions listed in Appendix 7.
- ✓ At a chapter meeting, engage in a chapter meeting about the possibility of establishing three moral virtues for the chapter that every initiated brother could commit to personally and live out practically. Use the sample of 25 possibilities listed in this session to initiate the conversation.
- ✓ As a chapter, engage in a provocative discussion about morality and decide on three immoral actions that will never be tolerated among the brotherhood of Phi Kappa Theta.
- ✓ As a perk to joining your Phi Kappa Theta chapter, provide professional development workshops for new members, such as Making a Fantastic First Impression, Top Three Interview Tips, Creating a Killer Resume, Strengthening My Self-Confidence, and Discovering My Unique Strengths.
- ✓ Develop strong relationships with Phi Kappa Theta alumni, not just to solicit funds, but instead to be mentored by them in career preparation and development.
- ✓ Create a culture in your chapter that celebrates academic success and reminds the brothers that a social life should be a reward (and not a replacement) for excelling in their educational pursuits.
- ✓ Identify any unhealthy patterns of prejudices (sexism, racism, homophobia, etc.) that manifest themselves in your chapter, as well as hate speech of any kind.
- ✓ Schedule the Encountering Diversity Exercise with the brothers of your chapter to increase understanding and enhance empathy for a variety of differences that exist within your own brotherhood.
- ✓ Plan regular brotherhood events that incorporate a wide variety of lifegiving and memory-making activities beyond just parties and socials that always require mood-altering substances

- ✓ Address addictive behaviors among members of the chapter and its effects on the larger brotherhood in an honest and non-judgmental manner.
- ✓ Help brothers who are failing to pay dues to realize that this is not due to financial hardship, but often a result of irresponsible financial choices.
- ✓ Offer educational workshops on financial literacy or rally members to attend campus-sponsored events that address the topic of money.
- ✓ Facilitate an environment for open and honest conversations with the brothers about the sexual dimension of life.
- ✓ Maintain a zero tolerance policy for any choices or conversations among brothers concerning sexual conquest or sexual abuse.
- ✓ Cultivate a welcoming environment for brothers who would embody a different sexual orientation than heterosexuality.
- ✓ Maintain a spirit of accountability with one another concerning positive sexual expression, particularly in this regard: before entering into any sexual activity with a partner, communicate intentions and seek consent.

 **INTERACTION**

Circle up and talk with the brothers from your chapter who are in attendance at this conference... about strategic next steps in transplanting these ideas and ideals back home.

 **INSPIRATION**

Final Thoughts from your DMB Coach



INVITATION

DREAM

... about the excellent characteristics of a chapter and the extraordinary character of its brothers required to be a shining example of servant leadership, academic excellence, and dynamic brotherhood that is esteemed by distinguished alumni and exemplary undergraduates from across the country and around the world.

DEVELOP

... a plan of action (establishing priorities, setting goals, and scheduling actual events) to increase the health and vitality of your chapter membership.

DECIDE

... to invite a DMB Coach to travel to your college campus to assist you in hosting a chapter retreat for the brothers who did not attend this regional leadership conference. Also, reserve this same weekend in 2020 to personally attend and publicly recruit others to join you at the next BBLA Regional Leadership Conference entitled: **Bold Brotherhood.**

The provocative premise: every thought, feeling and action is intertwined with every man's ultimate hope for happiness.

TWO DISTINCT PARADIGMS OF HAPPINESS

Traditional: Happiness is the goal of life.

Unconventional: Happiness is merely a side-effect of a life lived well.

THREE IMPORTANT PRINCIPLES TO CONSIDER

- 1 Happiness is a product of desirable circumstances, while joy is a product of determined choices.
- 2 A chase is often more erratic, frantic and impulsive, while a pursuit tends to be more thoughtful, strategic and intentional.
- 3 Happiness might never be caught, discovered or truly found.

WHERE GUYS LOOK FOR HAPPINESS

- 1 Position/Title (to feel significant)
- 2 Power (to feel in control)
- 3 Intimacy/Sex (to feel desired)
- 4 Money (to feel secure)
- 5 Respect (to feel affirmed)

FOUR HAPPINESS KILLERS

- 1 Grumbling (a general sense of discontentment)
- 2 Complaining (an articulated whine of dissatisfaction)
- 3 Greed (an accumulation of possessions, people, power and position in an attempt to divert discontentment and dissatisfaction)
- 4 Worry (a nagging concern that discontentment and dissatisfaction will never go away)

FOUR HAPPINESS BOOSTERS

- 1 Reject Entitlement
- 2 Choose Contentment
- 3 Pursue Joy
- 4 Practice Gratitude

THREE FINAL CHALLENGES

- 1 Replace your frenzied chase after tomorrow with a focused pursuit of today.
- 2 Stop chasing after a hope for happiness tomorrow; instead pursue worthwhile ventures today.
- 3 Resist the lie of saying "later" and the temptation of thinking "tomorrow." Live in this moment.

LOOKING AT FEAR

The unsettling sense that something damaging or destructive is going happen to me or others, either as a result of choices or circumstances... prompting an impulse to flee (avoid) or fight (act).

LIES ABOUT FEAR

- 1 Fear is a sign of weakness for men.
- 2 The presence of fear in my life is a negative thing.
- 3 Most of my fears will come true.
- 4 My fears have the power to shape my reality.

LAYERS OF FEAR

Layer #1: Uneasy & Apprehensive

Layer #2: Concerned & Nervous

Layer #3: Anxious & Troubled

Layer #4: Worried & Upset

Layer #5: Isolated & Immobilized

LIVING & LEADING THROUGH FEAR

IDENTIFY your fears

INVESTIGATE your fears

INCRIMINATE your fears

LESSONS ABOUT FEAR

- 1 Fear doesn't decide; you do!
- 2 Fear will always be present in your life.
- 3 Your fear is not unique; others share the same struggle.
- 4 Fears are far scarier in the dark than in the light.
- 5 Leverage your fear as fuel for positive change.

DEFINING FRUSTRATION

The uncomfortable sense that emerges from the unsettling awareness that something is not right due to unmet expectations.

DECODING THE COMMONS CAUSES OF FRUSTRATION

- 1 Unmet expectations for comfort
- 2 Unmet expectations for control
- 3 Unmet expectations for convenience
- 4 Unmet expectations for compliments
- 5 Unmet expectations for companionship

DESCRIBING THE CONSEQUENCES OF UNRESOLVED FRUSTRATION

- 1 Pursuit of quick relief to numb the pain
- 2 Sulking, whining, and/or complaining
- 3 Pessimistic attitude toward life
- 4 Passive-aggressive response to tension in relationships
- 5 Lack of motivation for personal improvement or progress

DISCUSSING THE FIVE CHOICES TO DIFFUSING FRUSTRATION

Step #1 ASK why, who or what is causing this frustration

- Understanding that frustration is the symptom and not the problem
- Inviting friends into the discovery of the root causes

Step #2 ACKNOWLEDGE realities of life

- Accepting that life is difficult and challenging
- Realizing this fact: I am not the center of the universe
- Reflecting on the notion that I don't deserve an easy and pain-free life

Step #3 ADMIT benefits of these realities

- Frustration can be channeled as fuel for improvement
- Tough circumstances are often gifts in disguise

Step #4 ACCEPT the things you cannot change

- Don't waste too much energy on trying to alter cemented circumstances
- Remember: people might change, but people never change people

Step #5 ACT on the things you can change

- Cultivate a positive outlook and helpful attitude
- Maintain a proactive and problem-solving posture
- Practice gratitude every day
- Invest time and energy in self-care and close friendships

APPENDIX 4 | THE PHI KAPPA THETA BROTHERHOOD COVENANT

We, the brothers of Phi Kappa Theta at _____, 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 if 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 _____

THE PORTRAIT OF PROCRASTINATION

Procrastination is the practice of delaying important and time-sensitive decisions or duties in order to dodge responsibility or avoid reality.

FIVE POSSIBILITIES FOR PROCRASTINATION

- 1 Difficult tasks
- 2 Tough choices
- 3 Risky relational pursuits
- 4 Uncomfortable conversations
- 5 Meaningful life changes

THREE PRINCIPLES OF PROCRASTINATION

- 1 Procrastination is merely postponing an inevitable responsibility or reality.
- 2 Procrastination makes the inevitable responsibility or reality more difficult in the end.
- 3 Procrastination over time will become a permanent pattern in life.

FOUR PROBLEMS THAT PROMPT PROCRASTINATION

- 1 **Perspective:** Looking only at today
- 2 **Pleasure:** Living only for now
- 3 **Pressure:** Longing for some temporary relief
- 4 **Passivity:** Lacking the ability to actually act

THREE PRESCRIPTIONS FOR PROCRASTINATION

- 1 Drive & Determination
- 2 Define & Deflect Distractions
- 3 Discipline & Daily Decisions

FIVE PROACTIVE PRACTICES TO ERADICATE PROCRASTINATION

- 1 Put difficult or draining duties and decisions in your schedule.
- 2 Follow through on your scheduled priorities, no matter how you feel.
- 3 Work college like an 8-5 job!
- 4 Make your priorities public to those who tend to deter or distract you.
- 5 Pursue dependable accountability relationships.

APPENDIX 6 | THE SIX SPIRITUAL STORIES OF COLLEGE MEN

Robert Nash (2001a; 2001b) proposes a narrative approach to describing the various ways in which college men examine and express their spiritual journeys. He arranged his ideas within a storytelling genre that he coined *religio-spiritual narratives*. Initially, Nash (2001b) depicted six religio-spiritual narratives that function in effect as distinct compositions of faith. Focused less on “the content of specific religions and spiritualities and more about personal journeys and discoveries” (Nash, 2001b, p. 64), three *mainstream* narratives – orthodoxy, wounded belief, and mainline, and three *alternative* narratives – activism, exploration, and secular humanism, comprise categories of religious and spiritual stories reflective of a range of college students.

NASH’S RELIGIO-SPIRITUAL NARRATIVES

CATEGORY	NARRATIVE	DESCRIPTOR
Mainstream	Orthodoxy	Belief in one absolute truth
Mainstream	Mainline	Value traditions, tolerance, and predictability
Mainstream	Wounded	Tentative, fearful, anti-authoritarian, and unsatisfied
Alternative	Activism	Motivated by faith in action, justice, and social reform
Alternative	Exploration	Spiritually inquisitive, experience-driven & syncretistic
Alternative	Secular Humanist	Rejection of organized religion in favor of logic and reason

Nash’s (2001a) three mainstream narratives (or traditional stories) are rooted in Christian, Jewish, and Islamic religious traditions. The **orthodoxy narrative** is assumed by those who believe: “there is a Truth that is unimpeachable, immutable, and final, and it can only be found in a particular book, institution, prophet, or movement. The mission of the Orthodox Believer is to deliver this Truth to others as an act of love and generosity” (p. 13).

Adherents to the orthodox position reflect a wide range of belief systems, though a large percentage of them on American college campuses are evangelical Christians. As Nash (2001b) reflected upon his time with orthodox students, he clarified that “some are stridently religious, others moderately so; some are anti-intellectual and self-righteous, whereas others are reasonable, charming, even modest in their claims” (p. 69). While this narrative was composed with mostly Christians in mind, “no single religious, political, economic, or educational ideology has a corner on the market of the orthodoxy narrative” (Nash, 2001b, p. 69). The orthodox narrative might possibly reflect the beliefs and behaviors of Atheists, serious-minded Muslims, Zionist Jews, or even evangelical Tea Party conservatives.

The second traditional story is the **mainline narrative**. Neither excessively conservative nor liberal in their political persuasions, averse to authoritarian structures and tolerant of diverse perspectives, this narrative reflects the experiences of a large segment of the college student population. Furthermore, these more reserved religious practitioners “prefer a life of traditional

worship that balances traditions, standards, self-discipline, and moral conscience with a degree of personal freedom, Biblical latitude, and the joie de vivre of close community life” (Nash, 2001a, p. 13). Mainliners prefer the predictable practices and time-tested traditions of their ancestors and the clear distinction between the sacred and secular, and exude a mild-mannered comfortability with content and even complacent parishioners. Nash (2001b) described this large bloc of college students as “solidly committed to their beliefs, but not triumphalistic, quiet not noisy, and civil not contentious ... holdouts against modernity and the religious experimentation and deconstruction that so often accompany it” (p. 86).

Unlike the orthodox and mainline believers, self-identified victims associated with the **wounded narrative** are not satisfied with their religious or spiritual experiences because of the abuse they endured at the hands of religious authorities in the name of religious virtue. These individuals, who often experience negative emotions derived from depressing memories, are asking a similar question: Where was God when all this was happening to me? The struggle with theodicy (i.e., the problem of evil) is inevitable for those who “suffered at the hands of hypocritical, over-zealous clergy, lovers, parents, relatives, and friends” (Nash, 2001a, p. 14). Wounded believers share a very different story than their orthodox counterparts, even though it is likely that many wounded individuals were once immersed in orthodoxy or its mainline cousin. Nash (2001b) described them as “highly tentative in their religious views, extremely self-effacing, fearful, genuinely ambivalent, and almost obstinately anti-authoritarian ... very angry or very resigned ... all of them have wretchedly sad stories to tell” (p. 76).

Nash’s (2001b) three alternative narratives articulate an “overall religio-spiritual view that intentionally integrates a number of beliefs and practices from a variety of sources into new expressions ... that go way beyond traditional and modernistic understandings of Christianity and Judaism” (p. 93). Alternative adherents come from a diversity of backgrounds, including traditional religious homes that “mixed and matched beliefs from a number of religio-spiritual systems,” (Nash, 2001b, p. 94), non-religious families who deemphasized spiritual matters, and religiously-neutral environments that encouraged exploration and self-discovery for children and adolescents.

The first of these unconventional stories is the **activism narrative**. Also referred to as “social justice activists” (Nash, 2001a), these believers are more concerned with making a positive contribution in the present rather than being preoccupied with the speculative rewards and consequences awaiting individuals in the afterlife. Advocating an “energetic faith dedicated to the liberation of oppressed peoples, equal rights for all, and radical social transformation marked by full democratic participation in decision-making” (Nash, 2001b, p. 96), activists push for social reform in the name of godly justice underscored by a faith-in-action liberation theology. Activist believers might also self-identify with many of the other religio-spiritual narratives, although it is rare for them to align themselves with either the orthodox or wounded narratives. Social justice is the theme that runs through the activist narrative in that “religion makes the most sense whenever it tells a story of human rights and social transformation” (Nash, 2001a, p. 15).

Next, those associated with the **exploration narrative** might be activist in some fashion, but are most often characterized by the spiritual quest that drives the purpose of this study. Nash (2001b) claimed that it was this story that was most common among both undergraduates and

graduates at his institution. These explorers reflect the “cry for meaning” (p. 105) at colleges and universities that have incited and excited modern researchers in higher education. Such stories reflect a restless mobility that focuses on process over product, experience over creed, and questions over answers ... best described as a “rolling account of an unfinished spiritual odyssey” (Nash, 2001b, p. 105). Nash (2001b) cited his own inability to clearly define the explorer because of the multifaceted and syncretistic nature of the beliefs. However, the one thing that explorers seem to: “share in common is an infectious sense of wonder, and, in religious matters, they exude a spirit of adventure and experimentation ... (in) the unceasing search to find something to believe in, something to love, something that will tie together the tag-ends of people’s chaotic lives” (p. 108, 110).

An emerging subcategory of the explorers is what Nash (2001a) called the mystics, who pursue the transcendent, “not through idle chatter or abstract concepts, but by way of meditation, mindfulness, and above all, a pervasive calmness” (p. 14). In this regard, Nash attempted to classify, with little success, not only the mystics, but also the perspectives of Neo-Paganism and Eastern Mysticism within the explorer narrative. This feat was challenging since the “exploration narrative is the most pluralistic religio-spiritual story of all” (Nash, 2001b, p. 108). Regardless, explorers all have strong spiritual appetites for personally meaningful spiritual paradigms that will inspire them without defining them. Open-minded, reflective, and spiritually engaged, these true pilgrims are content in embarking on an adventure that is more about the “process of exploring rather than in the act of foreclosing” (Nash, 2001b, p. 109).

The final alternative narrative is, at first glance, in opposition to the previous five narratives, since it finds its source of meaning in rationality and reason as opposed to the sacred and the supernatural. The **secular humanist narrative** is for those who reject the teachings of any organized religion while embracing a “scientific worldview ... a this-worldly (secular) approach to telling a particular story about reality” (Nash, 2001b, p. 116). Moreover, this narrative paradigm is populated with a variety of secular individuals, including existential humanists, postmodern skeptics, and scientific empiricists (Nash, 2001a), who are diverse in their understanding of truth and unique in their expressions of meaning making. However, secular humanists find common ground with one another in their “disdain for absolutisms” (Nash, 2001b, p. 120), skepticism about illogical religious systems, and a no-nonsense commitment to make life work in the here and now. Even Nash himself, in his own self-identification as a “spiritual seeker ... (whose) childhood Catholicism continues to have such a strong hold on me today (2001a, p. 2, 8) ... (who is also) an existential humanist, secular to the core, with a postmodern flair, but also a closet explorer, always looking, forever on the prowl for something more” (2001b, p. 122) resembles and reflects the expansive landscape of ever-growing religio-spiritual narratives that are taking root in our country and finding unique expressions on private and public colleges and universities. Even as the articulator of religio-spiritual narratives, Nash is but one exemplar of the diversity of traditional and alternative stories that are being constructed on college campuses across the country that describe the various ways in which college students examine and express their spiritual journeys.

Nash, R. J. (2001a). Constructing a spirituality of teaching: A personal perspective. *Religion and Education*, 28(1), 1-20.

Nash, R. J. (2001b). *Religious pluralism in the academy: Opening the dialogue*. New York: Peter Lang.

About an individual's background (family, childhood, life experiences)

- ❓ Where did you grow up?
- ❓ What was the hardest thing about growing up for you?
- ❓ Tell me about your family.
- ❓ Where did you go to high school? What kinds of things were you involved with then?
- ❓ What do your parents do for their careers?
- ❓ Do you have a boyfriend or girlfriend? Tell me about your relationship.
- ❓ What do you miss most about home, now that you're at college?
- ❓ How well did you get along with your siblings?
- ❓ Are you parents married or divorced? How has their relationship affected you?
- ❓ What about their marriage would you like to also emulate? What about their marriage would you like to do differently in your long-term relationships?
- ❓ Have you ever attended religious services? Tell me about your religious background. In what ways has that experience been positive or negative for you?
- ❓ Where have you traveled? What was your favorite place and why?
- ❓ How would you describe your present relationship with your family?
- ❓ What order are you in your family? Did you like that? How do you anticipate your birth order has affected you?
- ❓ How many times did you move while growing up? What was your favorite place that you lived?
- ❓ Were pets a part of your upbringing?
- ❓ Who was your best friend growing up? Is she or he still your best friend? Why or why not?
- ❓ What was your first job?
- ❓ Where did you and your family vacation?
- ❓ What is your favorite memory growing up?
- ❓ What is your worst memory growing up?
- ❓ What was the most frightening memory of your childhood?
- ❓ Have you ever been close to death as a kid?
- ❓ What about your family has had the greatest impact on you?
- ❓ What is the most important lesson you learned from Mom? Dad?
- ❓ What kind of family did your parents come from? Do they act like your grandparents? How or how not?
- ❓ Who are you closest to in your family and why?

- ❓ What was the one thing you would have wished your dad would have said to you growing up, but he never did?
- ❓ What was the one thing you would have wished your mom would have said to you growing up, but she never did?
- ❓ Do you have any special family traditions growing up?
- ❓ How did your family celebrate the different holidays? Christmas? Thanksgiving? Easter?
- ❓ Tell me about your relationship with your grandparents.
- ❓ When growing up, what kinds of things did you do over summer break?
- ❓ What were your hobbies as a kid? Are they still your hobbies today?
- ❓ What one event in your life has most shaped you – for good or bad?
- ❓ If you could change one thing about your childhood – what would it be?

Asking an individual's advice or opinion

- ❓ Who is your hero?
- ❓ What do you think of the President?
- ❓ What political party would you affiliate yourself with and why?
- ❓ What do you think of religious people you've met? Best interaction and worst interaction?
- ❓ If there were one thing you would change about our world, what would it be?
- ❓ How do you think we should get rid of terrorism?
- ❓ Which religion do you like the best? The least? And why?
- ❓ What is the most important lesson parents should teach their kids?
- ❓ What kind of music do you listen to? And why?
- ❓ What would be your advice to the couple that just broke up, and they want to know how to get over it in a quick and healthy way?
- ❓ Who do you think was/is the most influential spiritual leader in the world?
- ❓ Do you think there is one absolute truth? How do you know if it's true?
- ❓ What are the three major goals for your life?
- ❓ If you could describe God in a sentence or two, what would your description be? What do you think about the institution of marriage?
- ❓ Do you think there is an after-life? And if so, where do people go after they die?
- ❓ After graduating from college, where do you want to live?
- ❓ Have you ever read any sacred spiritual text? Which one(s) and what was your impression?
- ❓ What are your thoughts about abortion?
- ❓ What are your thoughts about the death penalty?
- ❓ What you think about (particular television show)?

- ❓ What do you think about (particular book)?
- ❓ How old should you be before you date?
- ❓ Do you think the drinking age is fair and beneficial?
- ❓ In your opinion, what is the best place to take a date?
- ❓ What is the one quality that you would most want in a spouse?
- ❓ Do you believe in evolutionism or creationism?
- ❓ Do you want to have kids? How many, do you think?
- ❓ What kind of characteristics do you look for in a friend?
- ❓ How do you define “best friend?”
- ❓ How do you envision heaven?
- ❓ How do you envision hell?
- ❓ What keeps you motivated to make it through each day?
- ❓ When you wake up in the morning – what helps you get out of bed?
- ❓ I've got (this problem) – how would you deal with it?
- ❓ Who is your favorite author?
- ❓ Do you think aliens exist? Is there life on other planets?
- ❓ When you were a kid, what did you want to be when you grew up? Is that still your aspiration?
- ❓ Which emotion is most frightening or uncomfortable for you?

Involving an individual's imagination

- ❓ If you could rule the world, what would you do first?
- ❓ If you could travel anywhere, where would you go?
- ❓ If you could meet one person, who would it be?
- ❓ What would be your perfect job?
- ❓ If you won a million dollars, how would you spend it?
- ❓ If you knew you had three months to live, how would you spend your last 90 days?
- ❓ If you could change one thing about your personality, what would it be?
- ❓ If you could change one thing about your physical appearance, what would it be?
- ❓ What age would you be again and why?
- ❓ What time period in history would you like to visit?
- ❓ Where do you see yourself in five years?
- ❓ Describe for me your perfect day.
- ❓ If you were God, what would be your first task?

- ❓ If you had one question that could get a definite answer, what would it be? How would you spend your time, if you never had to work again?
- ❓ If you could take one book to take on an island, what would it be?
- ❓ If you could bring one person back from the dead, who would it be and why?
- ❓ If you could change one thing about our campus, what would it be?
- ❓ You have unlimited resources and manpower - what problem would you fix and how?
- ❓ If you could be anyone, who would it be?
- ❓ If you could ask God one question - what would it be?
- ❓ If you could be famous, what would you want to be famous for?
- ❓ If you had to choose one, would you rather find a cure for AIDS or cancer?
- ❓ Who do you most want to meet in heaven? How do you know they'll be there?
- ❓ How do you want people to remember you?
- ❓ What do you want your parents? Friends? Kids? Spouse? - to say about you at your funeral?
- ❓ If you could travel back in history and ask one person - one question - who would it be and what's the question?
- ❓ How would you describe the perfect family? Marriage? Relationship?
- ❓ What would you do if a meteor were about to hit the earth?
- ❓ If you could be a sports star - what would the sport be?
- ❓ If you could own one car, what would it be and what would it look like?
- ❓ Is there something that you could never forgive someone for?
- ❓ Would you be open to marrying someone of a different ethnicity?

Asking for an individual's emotional responses (How would you feel...?)

- ❓ How would you feel if your parents/roommates/best friend died?
- ❓ How would you feel if someone told you they loved you unconditionally and always would?
- ❓ How did you feel when you first fell in love?
- ❓ How would you feel if you and your best friend were fighting?
- ❓ What makes you most happy? What makes you most sad?
- ❓ When are you most afraid?
- ❓ What circumstance would have the greatest potential of setting you off?
- ❓ How do you deal with grief?
- ❓ How do you feel about moving away from home and becoming independent?
- ❓ How do you feel about graduating from college?
- ❓ How would you feel if someone close to you committed suicide?

- ❓ How would you feel if you lost all your money?
- ❓ How would you feel if you found out you had terminal cancer?
- ❓ How would you feel if you had to move away from all your friends or family?
- ❓ How did you personally react to September 11, 2001?
- ❓ How would you feel if your best friend told you he or she were gay?
- ❓ What are you doing when you most feel alive?
- ❓ As a guy - what most makes you feel most like a man?
- ❓ Would you rather be deaf or blind, if you had to choose - and why?
- ❓ If you were to witness a murder - how do you think you would respond?
- ❓ How would you feel if your parents were getting a divorce?
- ❓ How would you feel about the effects of alcohol on people's behavior?
- ❓ How do your friends make you feel about yourself?

Inquiring about an individual's spiritual journey

- ❓ Do you see any difference between religion and spirituality? If so, what is the difference? How might religion and spirituality interact or be connected?
- ❓ Did you have any religious background growing up? Tell me more.
- ❓ Did [if so, when] your parent's/community's/friends' faith become your own?
- ❓ What do you think God is like? Describe this Being for me.
- ❓ If you could ask God just one question - what would it be?
- ❓ (In reference to whatever current news event) ask: What part do you think God plays in what is going on right now?
- ❓ What do you feel is the role of religious institutions in this day and age?
- ❓ Have you ever met a religious individual whose life didn't match their message? Explain.
- ❓ What is the most significant contribution that Jesus Christ/Muhammad/Buddha made to our world today?
- ❓ If someone would ask you, "How can I become a Muslim?" what would you tell her or him? If someone would ask you, "How can I become Buddhist?" what would you tell him or her? [The same with Christian, Jewish, etc.]

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.

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.

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



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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.



MEET THE COACHES

Nick Gillispie

Nick Gillispie has spent the better part of the past twelve years mentoring college men. He devotes the best hours of each day investing in the future generation through his role as the Campus Ministry Director at Bowling Green State University. Specializing in the development of the emotional and spiritual dimensions of college men's lives, Nick's passion is to empower them to make choices today in light of who they hope to become tomorrow.

Nick is a life coach for men from all backgrounds, including college athletes, military students, and even a notable rap artist. As a member and advisor of Sigma Alpha Epsilon, Nick also has extensive knowledge of the Greek Community and enjoys challenging and supporting fraternity men in becoming the best version of themselves. He is uniquely equipped to assist fraternity members in overcoming the obstacles in their lives that prevent them from achieving their goals. Nick also serves alongside of Dr. Michael Brown in advising the Vanguard Men's Community at BGSU, which is the largest mentoring initiative of its kind on a college campus in America.

Nick is married to his amazing wife, Ali, who has been the single most influential person in his growth as a distinguished leader. The Gillispies have four rowdy kids: Grant (9), Madison and Riley (8), and Griffin (5). In his spare time, Nick loves working with his hands, fitness training, and dabbling in the art of brewing beer.



MEET THE COACHES

Gabe Dunbar

Gabe Dunbar has served as a higher educational professional for the past seven years at three different universities: Michigan State University as a mentor in the Honors College, Siena Heights University as the Director of Student Engagement and Assistant Dean for Students, and most recently at Bowling Green State University working predominantly with military and non-traditional students. While at Siena Heights University near Detroit, Gabe worked closely with Greek Life chapters at this Catholic liberal arts institution in their recruitment efforts, philanthropic priorities, and leadership development.

At the center of each of Gabe's professional roles is mentoring and coaching students who find themselves within a variety of seasons and stations of life. Even now, he serves as a mentor for the Vanguard Men's Community at BGSU, a thriving men's movement on campus where highly-visible Greek leaders gather to become the best versions of themselves. Gabe graduated with a degree in Mathematics from Indiana Wesleyan University, and he earned a Master's degree in Student Affairs Administration from Michigan State University.

Gabe is married to his wife Shauna of five years and father to two children: Harper (3), and Griffin (2). Gabe is a sports enthusiast and loves being outside working on his lawn and chasing his kids around!



MEET THE COACHES

Dan Costello

Dan Costello has established himself as a leader in the automotive industry where he has ascended to the position of Advanced Purchasing Manager at Dana Incorporated in Maumee, Ohio. Since his undergraduate years at the University of Toledo as a peer mentor of male college students, Dan continues to grow in his passion for developing men and assisting them in discovering and cultivating their purpose in life.

Besides his work as an executive coach, Dan currently supervises a team of five ambitious employees at Dana. In fact, since graduating from the University of Toledo with a Business degree, he has infused his passion for intentionally developing people into the fabric of his career. His corporate senior leadership team recently selected Dan to create a professional development plan to leverage the leadership potential of Dana's 300+ purchasing employees globally through one-on-one mentoring and coaching.

At the end of the day, what is most important to Dan is his incredible wife Laura of six years, his almost two-year-old son Samuel, and their highly anticipated new baby boy due this March. Some of Dan's personal interests are performing as a percussionist, running, journaling, and sports of all kinds (as both an athlete and spectator).



MEET THE COACHES

Dr. Tyler Schwanz

Dr. J. Tyler Schwanz helps to lead one of the largest and fastest growing chiropractic masterminds in the nation. He holds weekly conference calls with graduate students and business owners in an effort to collectively raise the bar within the chiropractic profession, as well as inspire every human being he encounters to dream a bit rebelliously, take risks courageously, and live life without fear. Based out of Waterville, Ohio, he co-owns and operates Rebel Chiropractic, and serves the Northwest Ohio region with Gonstead chiropractic care. He graduated magna cum laude from The Ohio State University with a degree in Health Sciences and summa cum laude from Life University in Marietta, GA with his Doctor of Chiropractic degree.

Most recently, Tyler has joined DMB Coaching as a featured blogger to share his inspiring insights and expand his voice nationally. Already a sought-after motivational speaker on a variety of health and wellness topics, Tyler is a featured presenter at AMPED (Advanced Mentorship Program for Entrepreneurial Development) Live Events across the country, where he speaks about life transitions, creating cultures of community, and ironically, servant leadership.

Dr. Schwanz is husband of seven years to Kelsey and father to two sons: Ellet and Holden. When Tyler is outside of the office or not speaking at large-scale events, he enjoys deer hunting, traveling, and snowboarding.

