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## MER Workshop Outline: Lesson One

### **Introduction**

**First order of business:** Raise your hand if you are sitting next to brothers from your chapter. Switch so that you are with as many new faces as possible and get into as close to groups of 5 as you can.

**Spend a few minutes introducing yourselves. (5 minutes)**

**Goal of Workshop:** To spread ideas about what it means to be a brother and how our values affect our outlook on brotherhood and the work that accompanies it.

### **What is in Lesson One: Our Work Matters**

**Summary of Lesson One:** Mission and Vision Statements  
Preamble  
Creed  
National Brand: Musicianship, Leadership, Service  
Fraternity Symbols & Motto

**All of the things covered in Lesson One make up our fraternity's backbone.**

**They are all the factors that state our meaning and purpose for existing as an organization.**

**But how do you as an individual fit into these very large and broad concepts and ideas?**

**Do your values, goals, and aspirations fit everything that Kappa Kappa Psi stands for to a T?**

**How about the brothers from your chapters at home?**

**The answer is probably no but that is not a bad thing.**

**It is all about how your values have shaped you into who you are today, and we are going to take the time today to analyze how that fits into the greater puzzle of Kappa Kappa Psi.**

- **Who is Kappa Kappa Psi? (10 minutes)**
  - Discussion via questions about how brothers first learned about Kappa Kappa Psi
  - **To talk about who Kappa Kappa Psi is we are going to go back to the beginning.**

- Hand raise general questions
  - **“How many people in here heard about Kappa Kappa Psi in high school?”**
  - **“How many people heard about it in their first semester of college? Later?”**
- Specific answer questions
  - **“How/when/where/why did you first learn about Kappa Kappa Psi?”**
  - **“What about Kappa Kappa Psi appealed the most to you at that time?”**
  - **“What was the defining moment that made you want to learn more about this organization?”**

**“So now that we have an idea of what physically led you to come into contact with Kappa Kappa Psi, we’re going to delve back even farther.”**

**Definition of Value: A person’s principles or standards of behavior; one’s judgment of what is important in life.**

**Synonyms: Principles, Ethics, Moral Code, Standards, Code of Behavior**

**Definition of Value for the purpose of everything we are doing today: A person’s principles or standards of behavior AT A GIVEN TIME; one’s judgment of what is important in life AT A GIVEN TIME.**

- **Pre-Candidacy/Candidacy Values Activity (10 minutes)**
  - Used to determine the values that brothers believe they held before and while they were candidates.
    - **“The reason it is important to define value is because our first activity will be relying on that definition heavily. You’ll be digging back into your past and writing down all the values that existed within you up until the day you became a brother.”**
    - **Hand out sheets of paper and pens to each group**
    - **Fold papers in half – hamburger fold**
    - **Draw a line down the middle**
    - **“Talk as a group and write down all the values you think you had pre-bid. In other words, all the values as you can remember from the day you were born until the day you received a bid. Go” (5 minutes)**
    - **Be brutally honest with yourself. Get to the heart of who you were as a human being.**
    - **“On the other side of that line, write down all the values you had from the day you received a bid until the day you became a brother. Go” (5 minutes)**
- **Candidate Standards (10 minutes)**
  - Discussion via questions used to determine the standards that brothers held themselves to and how that relates to their current candidates.
  - Questions to determine answers to previous activity.

- Name some of the values you had pre-bid.
  - Name some of the values you had post bid.
  - How did your values change in between the two?
- Questions to connect answers with current candidate application.
  - “What kind of values do you think a candidate should have?”
  - “How do those values line up with what you had as a candidate?”
  - “As a candidate were there ever times that you were uncertain if you had what it took to become a brother and how did your values play a part?”
- **Brother Values Activity (10 minutes)**
  - Used to determine the values that brothers believe they have now as active brothers.
    - “Now that we have talked about the values you held before you were a brother, we’re now going to cover the values you have had during your time as a brother.”
    - “On the bottom half of the paper, talk as a group and list out all the values you have had as a brother. Try to list them in chronological order from the time you first became a brother until today. Go”
- **Brother Standards (10 minutes)**
  - Discussion via questions used to determine the standards that brothers hold themselves to.
    - Name some values you have held since becoming a brother.
    - “What kind of values do you think a brother should have?”
    - “How do those values line up with your own?”
    - “In your chronological timeline of values, did your goals and standards expanding beyond Kappa Kappa Psi grow in number?”
    - “As a brother are there ever times that you are uncertain if you have what it took to be a brother?”

Point of all this being, raise your hand if you are a different person today than you were through all of the phases we talked about. We all are. Each in our own way.

While there are the select few that continue to grow in learning, and appreciation of the brotherhood and everything it has to offer, the overwhelming trend as brothers get older is to lose the spark that they first had as a candidate and even earlier.

A change in values, standards, goals or aspirations, the result is still the same, a decline in participation among select brothers who do not work at the same level with the rest of us as they once used to.

- **Fraternity Standards (10 minutes)**
  - Connecting all values and standards to discuss how they affect the learning, appreciation, and memorization of fraternity principals and guidelines.
    - **“One of the last things we are going to do will be a brainstorming activity. I want each group to come up with a plan of how to encourage brothers who are not as active as they once were (a sign that their values may have shifted) to once again become active. This can be any idea you want, from something taught in a classroom or GBM to a fun event used to remind them of the times they had before.”**
    - **Think about the values you held as a candidate and before and what drew you to wanting to become a brother in the first place. Work that into your solution for something that would be an effective tool for chapters across the district if not your own.**
    - **“Based on the values and standards that continue to be passed on from brotherhood to brotherhood, how do you think fraternity history and guidelines should be taught to new candidates?”**
    - **“How do you pass on fraternity information and knowledge to candidates while maintaining all the values and standards you have had since candidacy?”**