



PHI DELTA THETA

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PHIKEIA INDUCTION ACTIVITY PROGRAM

PURPOSE:

A standardized Phikeia Induction Activity Program is part of the minimum standards requirement of the Phi Delta Theta Phikeia education experience. This program will introduce the new Phikeia into the chapter, teach them about Phi Delta Theta, and have them start to develop positive relationships through brother-building and leadership development exercises. The Phikeia Induction program should take place within 24 hours after the new members have accepted their bid to join Phi Delta Theta.

REQUIREMENTS:

At least 45 minutes of verified post-induction activities must be held for your chapter's Phikeia program to qualify as a high-exposure program. Activities must be verified by a CAB member or university official. Verification must also be sent to the chapter's leadership consultant. **Alcoholic beverages are prohibited at any Phikeia program or initiation ceremony of the chapter.**

Time Allotted	Activity
10 minutes	Welcome: Phi Delta Theta and Chapter Overview/History
5 minutes	Phi Delta Theta and Chapter Initiatives (Alcohol-Free Housing, Health & Safety Initiatives, Phi Delt 2020, Chapter Goals, etc.)
5 minutes	Active Member Introductions
30 minutes	Phikeia Induction: Ceremony Guide can be found at http://www.phideltatheta.org/resources/phikeia_induction_ceremony.pdf
5 minutes	Phikeia Introductions
15 minutes (or more if desired)	Brother Building Activity
30 minutes (or more if desired)	Leadership Activity/Activities
OR	
10 minutes (or more if desired)	Guest Speaker (Alumni, President, CAB, etc.)
45 minutes (or more if desired)	Brotherhood Dinner

WELCOME: PHI DELTA THETA & CHAPTER OVERVIEW/HISTORY (10 MINUTES):

Welcome your new Phikeias. Your new brothers should immediately feel welcomed in your chapter. Make sure they know they have found a home away from home. Also let them know that they have just joined one of the most historically rich fraternities in the world.

Spend five to seven minutes talking about how Phi Delta Theta was founded. Some important topics to touch on:

- The Great Snowball Rebellion at Miami University
- The four historic meetings
- The six Founding Fathers and Morton George Williams
- The General Council
- How many chapters Phi Delta Theta currently has

Spend time talking about your chapter:

- When your chapter was founded
- Any famous alumni your chapter has
- Anything else of historical significance



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It is important to note that you don't have to teach the new Phikeias every bit of history you can think of: That's what the education process is for! This is their first major interaction as new members of the chapter. This is meant to introduce them to what Phi Delt is on a larger scale than you probably talked about during recruitment.

PHI DELTA THETA AND CHAPTER INITIATIVES (Alcohol-Free Housing, Health & Safety Initiatives, Phi Delt 2020, Chapter Goals, etc.) (5 MINUTES):

These are all important topics to discuss with your Phikeia. Even if you don't have a chapter facility, let your Phikeias know about Phi Delta Theta's alcohol-free housing policy. Make sure they understand the benefits of the policy and know that it will help enrich their undergraduate experience.

Benefits of Phi Delta Theta's Alcohol-Free Housing Policy:

- Member insurance rates are among the lowest in the industry
- Alcohol-related incidents among chapter members have plummeted since the year 2000
- Chapter facilities are seen as more of homes and less like stereotypical "frat houses"
- Chapter facilities are environments where members can study in peace
- Phi Delta Theta has an eighteen-year track record with alcohol-free housing and has realized tremendous benefits in all facets of operations

Health and Safety Priorities:

- Required New Member Activities
 - » To ensure you have a meaningful introduction to Phi Delta Theta and understand how to identify problematic situations, each new member must complete a three-module online Phikeia Education program
 - » Enhanced standardized Phikeia Education programming focused on Induction, the Big Brother experience, and Formal Initiation activities
- Bystander Education
 - » Required online module program "Your Brother's Keeper" to be completed once an initiated member
 - » To Do What Ought to Be Done Workshop which includes an educational video and facilitated chapter workshop
- Good Samaritan Policy
 - » Protects those who come forward to report a situation that violates the Fraternity's policies

Let your Phikeia know where Phi Delta Theta is going. Briefly introduce them to *Phi Delt 2020* and cover the main highlights including: By 2020, being at 200 chapters and colonies with an average of 70 members per chapter, having an endowment of \$20 million (which we already met), and providing leadership experiences to 18,000 undergraduates through in person conferences.

After sharing Phi Delta Theta's goals, let your Phikeias know where your chapter sees themselves in the future. Do you want to be to a certain size by the end of the year? Do you want to win Greek Week or Chapter of the Year? Let them know!

ACTIVE MEMBER INTRODUCTIONS (5 MINUTES):

Go around the room and have the active members (and alumni if present) provide introductions. As part of each introduction, have the active members share something interesting about themselves. Depending on your chapter size, this could take more or less than the allotted time.

PHIKEIA INTRODUCTIONS (5 MINUTES):

Similar to the active member introductions, go around the room and have the Phikeias introduce themselves to everyone. The Phikeias should also share something interesting about themselves and what they want to get out of Phi Delta Theta. Depending on your Phikeia class size, this could take more or less than the allotted time.



BROTHER BUILDING ACTIVITIES (15 MINUTES OR MORE):

Below are a few sample brother bonding activities. Depending on the size of the class, the energy in the room, or what you want to see out of this event, you can choose to do one of these, some of these, or all of these. The objective of the events that the brothers do following the induction ceremony should reflect the values of the rest of the Phikeia process. Listed below are activities that you can choose from:

1. Winner/Loser

Time: 5–6 minutes

Instructions: Partner A shares something negative that happened in their life with Partner B. It can be a personal or school-related memory, but it has to be true. Then Partner A discusses the same experience again, but focuses only on the positive aspects. Partner B helps explore the silver lining of the bad experience. Afterward, they switch roles.

Objective: Participants discover how to reframe negative situations into learning experiences together.

2. Cross the Line

Time: 10 minutes

Instructions: Pick a facilitator. Explain that you will be conducting a powerful, eye-opening, and serious activity called Cross the Line. This activity is to get everyone to acknowledge and address the ways in which they are similar and different from each other. Address the fact that some of these questions might make feel uncomfortable or awkward to answer, but the end activity will be anonymous. Also make sure everyone know that the information voluntarily shared in this activity is private, and is not to be discussed with anyone who was not in attendance of this activity.

Ask everyone to complete a yes-or-no survey from the list of the following questions. Return the lists to the facilitator upside-down. Then have everyone gather on one side of the room/line and face towards the center. The facilitator then randomly distributes the papers to the members:

"I will call out categories/labels/descriptions, and I ask that you walk to the other side of the room/line if a statement applies to the paper you received. For example, I might ask that anyone with white shoes on to cross the room. If this statement applies to the person's paper you have, you would walk forward. Once there, turn and face the original line. Walking to the other side of the room is not based on your personal acknowledgment of the statement, but rather it is to be taken as a representation of the members here. Take a couple of seconds to think about the number of people on both sides of the room and then return to the original line. After a few seconds, I will ask another questions. After the activity is over, we will discuss what we felt and learned."

A couple of ground rules for this activity: This is a silent activity. Don't talk, whisper or laugh. You can share your thoughts at the end. Everyone here deserves to be treated with the same dignity and respect. No one should feel pressured to reveal anything they do not want to."

You can pick and choose from this list. Do not feel like you need to read all of these.

"Cross the line if..."

- You play a sport
- You have traveled to a country that speaks in a language other than English
- You have been picked on in school (including before college)
- You are a leader
- You have ever done the chicken dance
- You have parents that were born outside the United States
- You have a step parent



- You have broken someone's heart
- You have caught yourself judging someone before you even met them
- You have been the target of a racist comment
- You like Rick and Morty
- You have ever been picked last in games or sports or left out of an activity all together
- You have ever been called a mean name or put down because of your size
- You have ever been judged or teased because of the color of your skin
- You have ever been teased because of your religious background
- You have ever been teased because of your accent or voice
- You love dad jokes
- You or anyone in your family or a friend has a disability that you cannot see
- You or someone you know currently suffers from or has suffered from depression
- You have been told to "man up" or "be a man"
- You have been told you should not cry or show your emotions
- You have ever felt alone or afraid
- You have intentionally hurt someone's feelings
- You have ever felt pressure from your friends or an adult to do something you didn't want to do and felt sorry for it afterwards
- You have ever stood by and watched while someone was hurt and said or did nothing because you were too afraid
- You got first place in Fortnite at least once
- People routinely mispronounce your name
- You have been the only person of your race/ethnicity in a classroom
- You like mint chocolate chip ice cream
- Your biological parents have been divorced, separated, or never married
- You were raised by a single parent
- You know someone that has a physical or mental disability
- You have personally experienced or witnessed a homophobic action or statement
- You feel that homophobia is an issue in this school or community
- You feel there is a double standard or different expectations for men versus women
- You would actively support the rights of people who are different than you
- You are a dog person

The following are some processing questions for after the walk the line activity. These are only suggestions, and you do not necessarily need to read all of them.

- What did you think of this activity?
- How did it feel to represent someone and not yourself?
- What kind of feelings did you have as you participated?
- How did you feel when there were very few of you on one side of the room?
- What does this activity have to do with leadership?
- Did you find yourself making judgments of others?
- Did you find yourself making assumptions of others?
- How did the movement of others influence you?
- What did you learn through this activity that can make our environment more welcoming?
- What did you learn through this activity that will make you a better person of leader?
- Through this activity, intentionally or not, do you have a better understanding of the members here?
- Through this activity, intentionally or not, do you think you learned about the values of others?



3. The Envelope Please!

Time: 5 minutes of preparation + additional time for guessing

Materials needed: One piece of paper and a pen/pencil for each participant

Instructions: Group members spend five minutes writing 10 facts about themselves on a piece of paper and then pass the papers to the group leader. The group leader reads the facts aloud, one by one, as other group members guess the person's identity. This could be done with the entire class or in smaller groups.

4. People BINGO

Time: 5–10 minutes

Materials: A bingo card

Instructions: Create bingo cards with characteristics like “played a varsity sport,” “has multiple siblings,” or “has a dog” in each square. Everyone mingles and asks each other questions attempting to get a bingo.

5. Identity Circles

Time: 7 minutes of prep and first round of pairing, 1 minute per pair after that

Materials: 10 index cards and one pen per person

Instructions: Have every participant pick a partner they don't know that well. Have every pair sit in a circle, with the partners facing each other (forming an inner and outer circle).

Hand out ten index cards to each participant. Ask the participants to think about their values and what makes up their identity. Some example categories that can be useful for identifying values are:

- Race: (e.g. Hispanic, Asian, Black, Caucasian, etc.)
- Religion: (e.g. Christian, Muslim, Jewish, Atheist, etc.)
- Traits: (e.g. athletic, musical, artistic, analytical, creative, funny, etc.)
- Activities: (e.g. sports, cooking, comic books, etc.)
- Health: (e.g. healthy, immobile, mobile, depressed, diabetic, etc.)

Once everyone has written their values down, have the participants share their values with their partner why they chose to write what they did. After the partners share for five to seven minutes, ask everyone to rip up one of their cards. After the participants rip up their cards, have the outer circle move one to the right. Have the participants talk to their new partner about why they ripped up the card they did. Participants should take about 30 seconds each for this part. Continue this process (ripping a card, outer circle moving one to the right, and new partners sharing why they ripped their card) until everyone has one card left. Lastly, go around the room, and have everyone share with the group why their last card is most important to them.



LEADERSHIP ACTIVITY/ACTIVITIES (30 MINUTES OR MORE):

Below are a few sample Leadership Activities. Depending on the size of the class, the energy in the room, or simply what you want to see out of this event, you can choose to do one of these, some of these, or all of them, so long as your combined team building activity/activities take 30 minutes or more. For the Phikeia induction event, active members should participate with the Phikeias. These activities can also be held during the Phikeias process with just the Phikeias. At least 30 minutes of Leadership Activities, combined with at least 15 minutes of Brother Building are required for your chapter's Phikeia Program. You may also use the team building activities provided in the Phikeia Educator Facilitator Guide.

1. The Barter Puzzle

Time: 30 minutes

Materials: Different jigsaw puzzles for each group

Instructions: Have everyone break of into small, equal-sized groups. Give each group a jigsaw puzzle with the same difficulty level. The goal is to see which group can complete their jigsaw puzzle the fastest. However, some of the pieces should be mixed around in each group's jigsaw puzzles beforehand. It's up to each group to find those pieces and come up with a way to get those pieces back—either through negotiating, trading, exchanging team members, etc. Whatever they decide to do, they must decide as a group.

Objective: This activity will rely heavily on problem-solving and leadership skills. Some team members might stand out and some might stand back, but it's important to remember that the entire team must come to a consensus before a decision is made.

2. Newspaper Towers

Time: 15 minutes

Materials: Lots of newspapers, a timer, rolls of tape, and a measuring tape

Instructions: Separate newspapers into equal piles and one for each group. Break up the participants into teams of four to eight. Tell each team that the goal of the activity is to build the tallest structure possible, only using the provided newspapers and tape. Teams can use any design they want, so long as the structure uses no assistance like glue, staples, desks, chairs, etc. Set your timer for ten to fifteen minutes and see what your teams can do! The winner of the game will be the group who makes the tallest standing structure after the time is up.

3. Fear in a Hat

Time: 1 minute of writing time, plus 1–2 minutes per participant

Materials: Small pieces of paper, writing utensils, and a hat/box/bucket

Instructions: Break the participants into groups of five to ten. Distribute a sheet of paper and writing utensil to each person. Tell them to anonymously write a fear or worry that they have. Tell them to be as specific and honest as possible, but not in such a way that they are uncomfortable or could be easily identified. After each person is done writing a fear/worry, collect each piece of paper into a hat/box/bucket.

Mix the pieces up, and redistribute them to the group. Take turns reading one fear aloud, and each reader should attempt to explain what the person who wrote the fear means. They then say how, as brothers, they could support this individual in getting over or dealing with their fear.



4. Goals in a Hat

Time: 1 minute of writing time, plus 1–2 minutes per participant

Materials: Small pieces of paper, writing utensils, and a hat/box/bucket

Instructions: This is the same general idea as Fear in a Hat, except each participant writes down a goal they have for their time in Phi Delta Theta. This goal could be for themselves, the Phikeia class, or the entire chapter. Distribute a sheet of paper and writing utensil to each person. Tell them to anonymously write their goal on the piece of paper. Tell them to be as specific and honest as possible, but not in a way that makes them easily identifiable. After each person is done writing their goal, collect each piece of paper into a hat/box/bucket.

Mix the pieces up, and redistribute them to the group. Take turns reading one fear aloud, and each reader should attempt to explain what the person who wrote the goal means. They then say how, as brothers, they could support this individual, the Phikeia class, or the chapter in achieving the goal.

5. Sharing Values

Time: 15–30 minutes

Materials: Sticky notes, writing utensils, and a poster board/wall to place the sticky notes on

Instructions: Depending on the size of the Phikeia class, this activity could be done in smaller groups or with the entire class. Divide the poster board or wall down the middle. Give each person six sticky notes. On the first three sticky notes, have each participant write down values that are important to them. One by one, have each participant place their three sticky notes on the first half of the board and explain what their values are and why they are important to them.

On the last three sticky notes, have each participant write down values they think, want, or know your chapter has. One by one, have each participant place their three sticky notes on the second half of the board and explain what the values are they hope, want, or know your chapter has, and why they're important.

After the personal values section and after the chapter values sections, take a few minutes to de-brief and ask the group some questions about what's on the board.

- How do the values you selected differ from everyone else's? How are they the same?
- How can different values be good for a chapter?
- What are some values that everyone seems to share?
- Are there any alarming values?
- Are there any values you are proud to see?
- Are there any values you think are missing?
- How can you as an individual, as a Phikeia class, and as a brotherhood uphold these values?

6. Leadership–The Phi Delt Way

Time: 30 minutes

Instruction: Please read the project and/or provide information below for the Phikeia to see

Materials: Notes section on a smart phone or tablet

Your experience as a member of Phi Delta Theta will provide many opportunities for you to build leadership skills necessary to support your academic pursuits and provide transferable skills that will help you succeed in life. We believe that throughout your Phikeia experience, you will see that you already know what it takes to lead others. But knowing is not enough: To become the best leader you can be, you need to practice deliberately and often.



Here are eight key concepts that are research proven and true about leadership:

- Leadership is everyone's business
 - » Leadership is not a position or rank, but a responsibility people choose to embrace throughout their lives.
- Leadership is learned
 - » Leadership is a process that our members use when they are exploring becoming the greatest versions of themselves. It's a skill set, strength, and learned abilities that everyone can master.
- Leadership is a relationship
 - » This is exemplified by our first Cardinal Principle: Friendship. Leaders understand that every relationship contributes to their ability to be successful.
- Leadership development is self-development
 - » Your journey as a Phikeia begins with an exploration of who you are from the inside out.
- Learning to lead is an ongoing process
 - » Learning to lead is a journey, not a single event or choice. This directly correlates to our Cardinal Principle of Sound Learning.
- Leadership requires deliberate practice
 - » As the old adage goes, "Practice makes perfect." Instead, it should be, "practice makes permanent." You will need to practice excellence every day to be the best leader possible.
- Leadership is an aspiration and a choice
 - » Your journey as a leader will involve countless opportunities to make a difference. Remember, "The choices you make, dictate the life you will live."
- Leadership makes a difference
 - » You matter, and so do those around you. A leader is someone that stands up for what is right by being a proactive bystander in all situations. "To do what ought to be done" is much more than a saying, it is a way to live your life as a leader.

7. Your Personal-Best Leadership Experience

Instructions: Think about a time when you performed at your very best as a leader. A person-best leadership experience is an event (or series of events) that you believe to be your individual standard of excellence. It's your own record-setting performance—a time when you achieved significant success while working with others. Your personal-best experience may have happened when you had no official authority but chose to play a leadership role within a group, organization, class project, or even a family situation. Focus on one specific experience.

Step 1:

On your phone or tablet notes section, describe this leadership experience by answering the following questions:

- When did it happen? How long did it last?
- What was your role? Who else was involved?
- Did you initiate the experience? How did you emerge as the leader?
- What were the results of the experience?

Step 2:

On the same notes section on your phone or tablet, list the actions you took as a leader that made a difference, and answer the following:

- What actions did you take?
- How did you get others to go beyond the ordinary levels of performance?
- What did you do to make sure everyone understood the purpose or goal?
- What did you or others do to overcome any major challenges or setbacks?
- What did you do to engage others and get them to participate fully?
- Based on what you did or said, what other extraordinary actions did your team or group accomplish?
- Summarize what you consider to be the five to seven most important actions you took as a leader who made a difference.



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Step 3:

Review the responses from steps 1 and 2. What three to five major lessons did you learn about leadership from this experience? (These are lessons you might share as advice to others about them being or becoming a great leader.) Write them in your notes.

Step 4:

From the lessons you identified in step 3: What single piece of advice would you give to another Phikeia brother on how to make extraordinary things happen as part of Phi Delta Theta and your collegiate experience?

Step 5:

Facilitator directs each Phikeia to share their story; specifically lessons learned and single piece of advice. Hearing other personal-best experiences will deepen your perspective on the limitless opportunities for demonstrating excellence in leadership.

GUEST SPEAKER AND BROTHERHOOD DINNER (60 MINUTES OR MORE):

Depending on the time available and the personality of the chapter, inviting a guest speaker and having the Phikeias and active brothers go to a dinner is an appropriate way to welcome them to the chapter. The guest speaker can be an accomplished alumnus, the president of the chapter, or an alumnus who volunteers for the chapter. The main goal for this activity is to focus on what the Fraternity can offer while providing an alcohol-free environment to get to know one another.