



FIJI ACADEMY

St. Louis, MO | January 7-9, 2022

Recruitment Chairmen Workbook



PHI GAMMA DELTA

BUILDING COURAGEOUS LEADERS


Phi Gamma Delta International Headquarters

1201 Red Mile Road, Lexington, KY 40504


859-255-1848 | www.phigam.org | phigam@phigam.org

 Phi Gamma Delta

 PhiGamHQ

 Phi Gamma Delta

 PhiGamHQ

 PhiGamHeadquarters

The Courageous Leader Framework



There are three elements of Courageous Leadership:

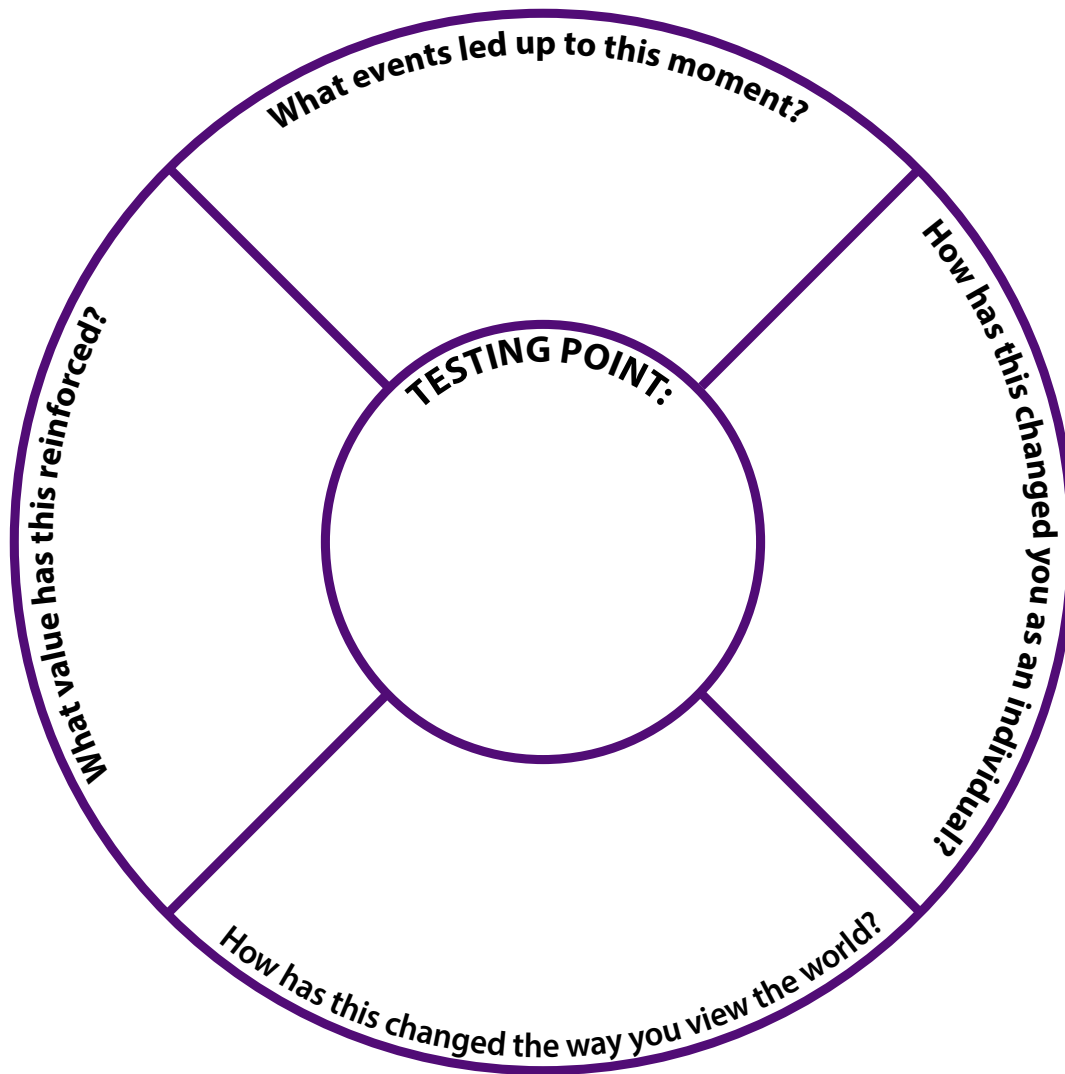
- Understanding and committing to Phi Gamma Delta's values: Friendship, Knowledge, Service, Morality and Excellence.
- Recognizing the testing points - times when your values are challenged.
- Applying the values at the testing point and confronting the issue.

Courageous leaders have the strength to stand up for their values when they are tested.

What is a testing point? A situation when your values are challenged and there are repercussions to the choices you make. There are four types of testing points.			
Stance	Intervention	Opportunity	Accountability
<p>The courage to publicly profess your values, beliefs or opinions, especially when in the minority. These testing points pose risks associated with speaking out or expressing a contrary opinion.</p>	<p>Courageously embracing risk to actively stop or prevent an event or behavior. These testing points offer the potential to positively change the course of history.</p>	<p>Courageously embracing risk to create, start or support something new and untested. These testing points pose the same risks all entrepreneurs learn to face with courage.</p>	<p>The courage to take personal responsibility for past actions or futures commitments. These recurring testing points - both big and small - form the foundation of integrity.</p>
<p><i>Ex: Speaking up when hearing a racist joke, or voicing your opinion in class.</i></p>	<p><i>Ex: Intervening to stop a dangerous tradition even though your action might prove unpopular at the time.</i></p>	<p><i>Ex: Seeing the opportunity to address sexual assault and pro-actively creating or supporting a new campus event to raise awareness.</i></p>	<p><i>Ex: Taking ownership for a failure or mistake or honoring your commitment to attend a chapter meeting.</i></p>

Brotherhood Survey

Testing Points



Brotherhood

Solidarity

Sense of connection based on commitment to mutual assistance

Shared Social Experience

Fraternity is primarily a social outlet

Belonging

Members view brothers as family; a "home away from home"

Accountability

Brothers held accountable to group standards and expectations



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