

LEADERSHIP IN PHI SIGMA KAPPA

FACILITATOR GUIDE

Notes to the Inductor:

- This topic is optional and can occur at any point during the associate member experience.
- Instead of conducting this meeting as written, consider having associate members attend a leadership workshop on campus or bring in an outside speaker/facilitator to cover this topic.
- If following this meeting facilitator guide to cover the Leadership topic, the “**Leadership** in Phi Sigma Kappa” associate member worksheet is important for this meeting.

Total Time: 50 - 80 minutes

Meeting Outcomes:

- Complete 16 Personalities inventory.
- Identify strengths and weaknesses of personality type.
- List personal strengths that will benefit Phi Sigma Kappa.
- Describe the importance of self-awareness.
- Participate in Brotherhood Circle.

Materials & Preparation:

- Associate members either need to bring a tablet or laptop to the meeting or need to have completed the 16 Personalities test prior to coming to the meeting
- Associate members should bring a pen or writing utensil

Introduction: 5 minutes

- *Welcome everyone and ask if anyone has any questions regarding last week's meeting or their associate member experience so far.*
- *Introduce the topic of the meeting, explaining this is going to focus on them as a leader and what they bring to Phi Sigma Kappa.*
- *Briefly review the agenda for the meeting and see if anyone has any questions.*
- *Introduce the 16 Personalities test:*
 - *If associate members have already taken the assessment prior to coming to the meeting, ask if anyone had any questions or trouble with the assessment.*
 - *If associate members have not taken the assessment already, ask them to bring out their laptops or tablets and inform them they will be using it to take a personality test, which is the main focus of the meeting today.*

16 Personalities Test: 30 - 40 minutes

Taking the Test: 20 minutes

- **Facilitator tip:** *If brothers have already taken the test on their own prior to the meeting, you can omit this section and move on to “Discuss Results.”*
- *Use the following talking points to guide brothers through taking the test. Give them ALL instructions prior to allowing them to start taking the test.*
 - This test is based on the Myers-Briggs inventory, but also provides a “personality style” that describes how you behave and operate in a variety of areas in your life.
 - *Ask:* How many of you have taken Myers-Briggs?
 - If not, it’s a personality assessment that gives you four letters that represent four different aspects of your personality, similar to the one we are taking today.
 - There are 16 different combinations, which is why this assessment is called 16 personalities.
 - Go to 16personalities.com.
 - Click the orange “Take the Test” button.
 - Answer honestly. Do not be afraid to select the larger circles on the outer ends if that’s truly how you feel.
 - Giving only neutral answers will not yield strong and accurate results. Try and stick within the color circles and pick the largest circle you feel comfortable with.
 - Think about each question sincerely and take your time.
 - Stay quiet and remain on the last page until I instruct you to do the next step.
 - *Allow associate members about 10 minutes to complete the test, then instruct them to click “get results.”*

Discuss Results: 15 minutes

- *Walk through each of the five different measurements with them and have them fill in their results on their worksheets. Note that there are five descriptive words or letters (ex. ISTP – A), which also differs it from Myers-Briggs.*
 - **Facilitator tip:** *If comfortable, share your results with them as you help them read through their profile.*
- *After they have walked through the initial report, have associate members click “keep reading” to read the rest of their results. Allow them about five to ten minutes to read, discuss with those around them, and identify areas they agree with and those they do not. Have them record notes on their worksheets.*

Sharing Results: 10 minutes

- *Instruct brothers to walk around and find as many brothers with different personality styles as possible.*
- *They should use the chart on their worksheets to record their name, their personality style or five letter combination, and one thing about their personality style they would like to share.*

- *Brothers should aim to talk to everyone in their class if possible, even if they share the same personality style.*
- **Facilitator tip:** *If able, give a prize for the brother who finds the most amount of people to motivate them to complete the activity.*
- *After about ten minutes is up, congratulate the winner and move into the Brotherhood Circle.*

Brotherhood Circle: 15 - 25 minutes

- *Share:*
 - We talked a lot about ourselves today.
 - As leaders and as fraternity men, it's important to be self-aware so we can be our best selves.
- *Instruct associate members to complete questions on their worksheets about their results and what they learned about themselves, if they haven't already.*
- *Discussion questions:*
 - What did you learn about yourself today?
 - What did you learn about your brothers today?
 - How did your test results show you what's important to you? What you value?
 - Was there anything about your results that you know is true about yourself, but you don't like? Any negative qualities and traits you'd like to change?
 - How can your brothers help you overcome those?

Closing: 0-10 minutes

- *Ask if anyone has questions regarding today's meeting.*
- **Facilitator tip:** *Consider using this opportunity to discuss potential leadership and involvement opportunities within the chapter such as chapter committees, chairmen and Executive Board positions, and national Fraternity leadership events such as the Robert M. Zillgitt Leadership Institute and Shonk Undergraduate Leadership School.*
- *Share information about the next associate member meeting, when and where it will take place, as well as the focus of the meeting.*
- *Share any additional Phi Sigma Kappa or university announcements.*
- *Ask if anyone has additional questions, thank them for their participation, and dismiss.*