“Every journey begins with a single step…”

Your decision to become a Big Brother begins for you a remarkable journey which you will share with your Little Brother. As you guide, teach, mentor and support your Little Brother in his pathway towards the Inner Circle, you will undoubtedly remember and re-experience aspects of your own journey and development towards True Brotherhood. In fact, being a Big Brother can be an important part of your own True Brother experience. The more you share your journey with your Little Brother and the more you participate in his experience, the richer and more meaningful it will be for both of you. You are about to forge a very special, lifelong relationship. Remember that your example as a committed brother of character, who attempts to live the teachings of our ritual, will be the most important guide for your Little Brother and the most significant gift that you can give him.
Lambda Chi Alpha  Big Brother Guide

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Lambda Chi Alpha Fraternity
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Role and Responsibilities

The role of the Big Brother in Lambda Chi Alpha’s True Brother initiative is incredibly important. Along with the High Kappa, you are entrusted with the responsibility of teaching our newest members about Lambda Chi Alpha and about brotherhood. You also have the task of preparing your Little Brother to participate in our Initiation ritual, as well as monitoring and facilitating his progress towards the Inner Circle. The future of Lambda Chi Alpha and the quality of our brotherhood are literally in your hands.

The role of the Big Brother is a very personal one. The relationships which you develop with your Little Brother will forever shape his views about Lambda Chi Alpha, his dedication to our ideals and values, and his commitment to a vital sense of brotherly love. More than any other person, YOU will direct and shape the kind of brother he becomes. At the same time, you will exert a powerful influence on the development of his character and values as he grows towards manhood. The friendship which you form will last a lifetime and will reciprocally nurture you as well.

Lambda Chi Alpha and all of our brothers within the bond are counting on you to take this role and its responsibilities seriously. Your dedication will make a critical difference to the future of your Chapter and the success of Lambda Chi Alpha.

Responsibilities You Are Expected to Fulfill:

BE A ROLE MODEL

The most powerful form of education is teaching by example. As a Big Brother, you must be a model of a True Brother who is an active, participating part of your Chapter and a brother who strives to live the values of our ritual.

- Attend and participate in chapter meetings and all activities of your Chapter.
- Contribute your talent and efforts consistently to the programs and projects of your Chapter.
- Be a responsible student. Attend class, study regularly and do your best for academic success.
- Abide by Lambda Chi Alpha’s policies and the rulings of your officers.
- Meet your financial obligations promptly.
- Be as active and involved in activities on your campus as possible.
- Participate in all Associate Member activities and meetings as appropriate. **Discuss and debrief them with your Little Brother.**
- Strive to express our ideals and values in your dealings with your brothers. Discuss your strengths and weaknesses and your own development in this area with your Little Brother.
- Continue to develop your knowledge of Lambda Chi Alpha, its programs, and operations. Teach these to your Little Brother.
• Model character, good communication skills, healthy conflict resolution, and effective leadership.
• Actively pursue your own Inner Circle True Brother journey.

BE A FRIEND

Get to know your Little Brother as fully and deeply as you can. As you spend time together, move beyond the superficial to share more about his history, his goals, his hopes and fears, his strengths and weaknesses, his family, his values, etc. Tell him the same information about you. Especially, spend time together reflecting on your Little Brother’s experiences as an Associate Member and how he reacts to various aspects of his Outer Circle Journey. Do things together that you both enjoy. Include him in activities and campus events. Introduce him to organizations on campus in which you are active. Make sure he gets to know the other brothers and becomes active in your Chapter’s activities and events. Tell your Little Brother often about your own fraternal experiences and what Lambda Chi Alpha means to you. Laugh and have fun together. Most importantly, let him know through your words and actions that he is important to you, that his welfare is a priority for you, and that you care about him. Real men DO express their feelings. Our brotherhood is based on love, so love your Little Brother in your own way.

Communication is a key component to developing a close friendship and authentic brotherly connection. Remember to practice and model effective communication skills.

• Listen more than you talk.
• Express interest by eye contact, focused attention and verbal reinforcement (“That’s really interesting.” “Awesome!” “Tell me more about that.”).
• Ask open-ended questions (“What do you like?” rather than “Do you like burritos or pizza?”).
• Reflect what you hear (“You met your girlfriend on the internet?” “I heard you are allergic to beer. Is that right?”).
• Pay attention to non-verbal cues and body language.
• Ask about what is going on with your Little Brother. It takes some personal courage to ask the deeper questions about your Little Brother’s thoughts, feelings, and life experiences.
• Self-disclose. Make sure you tell your Little Brother about you, too.

DEBRIEF EVERY ASSOCIATE MEMBER EXPERIENCE

The learning model central to the True Brother initiative involves a progression from experience focused on the Seven Core Values and Four Roles of True Brotherhood to self-reflection about this experience to create a sense of personal meaning for it to sharing this process with other brothers. Your responsibility is to facilitate and support this learning model. Share the experience with your Little Brother as appropriate and as directed by your High Kappa. Then, help your Little Brother to spend some private time reflecting on his experience. You might suggest some ideas or questions to help your Little Brother reflect productively. Then, spend time together discussing the experience, your Little Brother’s reaction to it, and its meaning/significance in relation to the focus of the week’s curriculum—The Seven Core Values
and Four Roles of True Brotherhood. Be sure to share your own thoughts, feelings, and related experiences from your Outer Circle Journey. It is often useful to periodically review your debriefing experiences with your Little Brother in conversation or group meetings with your High Kappa and other Big Brothers. Remember:

- Share the experience.
- Encourage self-reflection
- Discuss and debrief the experience
- Relate experiences to Outer Circle concepts and goals
- Share your own experience and journey

**MONITOR YOUR LITTLE BROTHER’S PROGRESS**

It is crucial that you regularly discuss your Little Brother’s progress with him and give him honest feedback regarding your perception of his growth and development in our brotherhood. This discussion should be a shared dialogue not just a critique or report card. Ask him how he sees his progress and respond with affirmation, reinforcement, clear and constructive feedback, and suggestions for improvement. Be sure to include compliments as well as constructive criticism. Offer help to achieve goals where your Little Brother may be falling behind. Explore the reasons for lack of progress and related feelings and motivational issues.

It will help to use the Sharing the Journey Progress Form as a structure to track your Little Brother’s progress and to organize discussions with him.

- **Part I:** Core Knowledge Mastery—This section asks you to review core concepts of the Outer Circle curriculum each week with your Little Brother to ensure he understands and has mastered this material. Each week is typically organized around a Core Value and involves reading, discussion, and experiential learning. Discuss this material with your Little Brother, do not quiz him. When the learning is completed, reviewed and discussed, note the date and have both you and your Little Brother initial the form. It is your responsibility to see that this form and the journey it documents is completed before Initiation.

- **Part II:** Personal Development—This section tracks your Little Brother’s growth as an individual who is internalizing and learning to live Lambda Chi Alpha’s values. Progress in this area develops over time and may well require repeated assessment, feedback, and discussion to reach a sense of completion. Success in this arena may only be fully achieved towards the end of the Outer Circle Journey. However, this is not an end point but rather preparation for continued growth throughout the Inner Circle Journey and even the rest of life. Note progress, effort, growth, and maturation—not perfection. We are each a continuing “work in progress” on many of these dimensions. The dialogue about them with your Little Brother may well be the most important and meaningful outcome of tracking these issues together.

- **Part III:** Fraternal Identification/Development as a Brother—this portion of the form is typically completed near the end of the Outer Circle Journey, but regular discussion about these issues with your Little Brother is critical. It focuses in particular on your Little Brother’s involvement with your Chapter and integration into our brotherhood. It asks
that you reflect together on his contributions to the Chapter and on his maturation as a brother of character, a leader, and a man ready to enact the Four Roles of True Brotherhood.

When completed, this form is signed by both the Little Brother and the Big Brother, signifying readiness for transition into the Inner Circle through our Initiation ritual. Remember throughout this process to:

- Emphasize the core concepts of the Outer Circle
- Focus on dialogue and discussion, rather than “grading”
- Provide clear feedback with both complements and helpful critique
- Acknowledge and reinforce progress
- Offer assistance and helpful ideas to facilitate growth and development
- Share your own experiences about your True Brother journey and maturation as a brother.

**PREPARE YOUR LITTLE BROTHER FOR INITIATION**

Pre-Initiation and Initiation are usually times of intense emotion and passion for each brother and for the entire chapter. You have a special responsibility as a Big Brother to help your Little Brother prepare for this remarkable experience, to mentor him through his Pre-Initiation experiences, and to guide him to the transition point of which opens the door to the Inner Circle of our Lambda Chi Alpha bond. Remember that the experiences of our Pre-Initiation activities are equally for you and for the entire chapter. It is a time to focus and to celebrate the incredible bond of our brotherhood and to engage the passionate energy of bringing new brothers into ZAX. Keep these issues in mind as you prepare and guide your Little Brother through this experience:

- Spend some time reflecting on your own Initiation experience and what Lambda Chi Alpha means to you. Share appropriate aspects of these reflections and feelings with your Little Brother. Do not disclose the details of the ritual or over emphasize certain symbols or teachings in a way that pre-empts specific Initiation experience.
- Participate in every Pre-Initiation experience with your Little Brother as directed by the High Kappa and High Phi. Discuss/debrief each event after its completion with your Little Brother. Encourage self-reflection and meaning making in your discussion.
- Attend and participate in the Initiation ritual from beginning to completion. Prepare to process the Initiation experience with your Little Brother by participating in relevant training with your High Phi or other officers as directed by the policies of Lambda Chi Alpha.
- Review all symbolic, ritualistic and mystical teaching so that you can explain and discuss these with your Little Brother after Initiation.
- Discuss the Initiation experience with your Little Brother within a few days of completing the ritual. Encourage self-reflection and focus on feelings. Share your own Initiation experience and what that has meant for your True Brother Journey.
- Consider giving your Little Brother a small, symbolic gift to commemorate this experience, your relationship, and his completion of the Outer Circle. These often
become cherished souvenirs across the years. Many chapters have specific traditions about such gifts which may guide your choice in this arena.

A Last Word…

The role and responsibilities of a Big Brother are demanding and challenging, but few relationships are more gratifying. Make sure that you are ready and committed to take on this challenge. Some younger brother is counting on his Big Brother to guide him with wisdom, consistency, dedication, and compassion. Is that you?
Who Should Be a Big Brother?

Not everyone is far enough along in his own development and True Brother Journey to effectively serve as a Big Brother. Each Chapter may wish to develop its own set of Big Brother criteria.

To serve as a Big Brother, each Initiated Brother must:

1. Be an active, Initiated Brother of Lambda Chi Alpha
2. Be in good standing with the Chapter (not on academic, financial, or social probation or suspension, and not the focus of disciplinary action by the Executive Committee of the Chapter)
3. Be a regular and positive contributor to the programs, activities, and events of the Chapter
4. Demonstrate dedication and maturity in living the ideals and teachings of Lambda Chi Alpha Creed and rituals
5. Be actively involved in his own Inner Circle True Brother Journey
6. Have completed any Big Brother education program mandated by the Chapter
7. Apply to the High Kappa to become a Big Brother, demonstrate he has met the required criteria, and complete a Big Brother contract

Each Big Brother candidate must be evaluated to ensure he possesses the necessary personal attributes, fraternal knowledge, maturity, chapter involvement, time, energy and dedication to become an effective Big Brother in order to successfully fill this role, and commitment to the values of our brotherhood. The High Kappa and his committee are responsible for making this determination. Few decisions will have as much impact as the choice of a Big Brother in the development of our Associate Members and their eventual maturation as True Brothers. Careful and thoughtful consideration is imperative.
Big Brother Contract

Chapters are encouraged to develop a Big Brother Contract to be completed by each Big Brother in order to signify the seriousness of this commitment and to delineate specific expectations and requirements. A sample contract is below:

I, ___________________, agree to serve as a Big Brother of (insert local Chapter designation) Chapter. I commit to serve as a mentor and guide to my Little Brother, to be a role model of the ideals and principles of Lambda Chi Alpha, to participate in all Lambda Chi Alpha education programs and activities, to discuss and process his Associate Member experience with my Little Brother, to review all Lambda Chi Alpha education assignments and to monitor the progress of my Little Brother, and to assess and promote his readiness for Initiation. I certify that I have met the following requirements:

1. A Brother in Good Standing; Academically, Socially, and Financially
2. Completed the Big Brother Education Program
3. Know and can discuss the Seven Core Values and the Four Roles of True Brotherhood of Lambda Chi Alpha
4. Active in Lambda Chi Alpha programming
5. Dedicated to living the principles and ideals of Lambda Chi Alpha

Big Brother Signature: _____________________________  ________________________

Date

High Kappa Signature: _____________________________  ________________________

Date
Some Closing Thoughts

Each of us is unique. You will bring your own personal style to your relationship with your Little Brother. That is why no two Big Brother/Little Brother relationships are alike. Be yourself, and craft your own elaboration of this Big Brother model. The more you share who you are with your Little Brother, the more enriched the relationship will grow.

Nurturing another person always produces remarkable rewards for the one who gives, teaches, mentors, and nurtures. We expect a lot of dedicated, hard work from you for your Little Brother. But we guarantee that what you get back will be authentically gratifying for you and will greatly enhance your personal True Brother Journey. Sharing enhances our capacity to receive; loving enhances our capacity to feel loved and to be loveable. Your relationship with your Little Brother will multiply all of the joys of True Brotherhood many, many times.

As our brother, and former U.S. President, Harry Truman stated, “We who know the true meaning of brotherhood must practice it.” This is your chance to practice and to expand your abilities to be a True Brother. Now, it’s up to you. So…what are you waiting for…?
Sharing the Journey Progress Form

<table>
<thead>
<tr>
<th>I. Core Knowledge Mastery</th>
<th>Date Completed</th>
<th>Associate Member Initial</th>
<th>Big Brother Initial</th>
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</thead>
<tbody>
<tr>
<td>a. AM Ritual, Symbols, Badge and their meaning</td>
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<tr>
<td>b. Obligations/Expectations of Associate Membership</td>
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<tr>
<td>c. Introductory Material for AM Curriculum</td>
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<tr>
<td>d. Week 1 Topics: Loyalty</td>
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</tr>
<tr>
<td>i. Roles of the High Zeta, Executive Committee and High Alpha</td>
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<td>ii. Lambda Chi Alpha Creed</td>
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<tr>
<td>iii. Paedagogus Readings</td>
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<td>e. Week 2 Topics: Duty</td>
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<tr>
<td>i. Roles of the High Beta, High Theta, and High Gamma</td>
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<tr>
<td>ii. History of Lambda Chi Alpha</td>
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<td>iii. Paedagogus Readings</td>
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<tr>
<td>f. Week 3 Topics: Respect</td>
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<tr>
<td>i. Roles of the High Tau and High Iota</td>
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<tr>
<td>ii. The Greek Alphabet</td>
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<tr>
<td>iii. Emblems and Symbols</td>
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<tr>
<td>iv. Paedagogus Readings</td>
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<tr>
<td>g. Week 4 Topics: Service and Stewardship</td>
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<tr>
<td>i. Roles of the High Kappa and High Delta</td>
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<tr>
<td>ii. Local Chapter History</td>
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<tr>
<td>h. Week 5 Topics: Honor</td>
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<tr>
<td>i. Roles of the High Sigma and High Epsilon</td>
<td></td>
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<tr>
<td>ii. Significant Local Chapter Achievements</td>
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</tr>
<tr>
<td>iii. Paedagogus Readings</td>
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</tbody>
</table>
### Week 6 Topics: Integrity
- **Roles of the High Rho and High Pi**
- **Important Local Chapter Alumni**
- **Lambda Chi Alpha and Hazing**
- **Paedagogus Readings**

### Week 7 Topics: Personal Courage
- **Role of the High Phi**
- **Role of Ritualism**
- **Paedagogus Readings**

### Membership Development
- **Four Roles of True Brotherhood**
- **True Brother Journey**

### Review of *Constitution*, Bylaws, and Standards for Chapter Excellence
- **Organization and Operations of Lambda Chi Alpha**

### II. Personal Development
#### a. Investment in Scholarship
- **Class Attendance**
- **Study Skills**

#### b. Social Skills, Etiquette, and Gentlemanly Conduct

#### c. Self Awareness and Self Reflection

#### d. Empathy and Communication Skills

#### e. Clarity and Consistency of Values Demonstrated by Behavior

#### f. Altruism and Concern for Others

#### g. Openness and Receptivity to Fraternalism and Idealism

#### h. Moral Judgment

#### i. Investment in Philanthropic Activity

#### j. Capacity for Closeness and Brotherhood

#### k. Clarity of Personal Goals

#### l. Personal Stability
<table>
<thead>
<tr>
<th>Requirement</th>
<th>Date Completed</th>
<th>Associate Member Initial</th>
<th>Big Brother Initial</th>
</tr>
</thead>
<tbody>
<tr>
<td>m. Involvement in at Least One Campus Activity</td>
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<tr>
<td>n. Registered for Joseph T. Charles Mentor Program</td>
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</table>

### III. Fraternal Identification/Development

**As a Brother**

- a. Regular Attendance at Associate Member Functions and Lambda Chi Alpha Education Activities
- b. Regular Attendance at Chapter Meetings
- c. Involvement in at Least One Chapter Committee
- d. Regular Attendance at Social, Brotherhood, and Philanthropic Activities
- e. Eats at Least One Meal per Week At The House
- f. Representation of Lambda Chi Alpha on Campus
- g. Regularly Wears Letters and Associate Member Pin as Appropriate
- h. Completed Impact Level I or Equivalent
- i. Has Gotten to Know and Formed Relationships With:
  - i. Associate Members
  - ii. Big Brother
  - iii. Active Brothers
  - iv. Alumni Brothers
- j. Demonstrates Brotherly Concern, Helpfulness, Respect, and Affection
- k. Demonstrates Behavior, Values, and Attitudes Consistent with Lambda Chi Alpha Ideals and Standards
- l. Has Made a Positive Contribution to the Chapter

I attest that _____________________________ has completed all of the requirements of Associate Membership fully and successfully.

Big Brother: _____________________________ Date: _____________________________

Chapter: _____________________________
Sharing the Journey –
Implementing the Seven Core Values With Your Little Brother

Having one-on-one time with your Little Brother to discuss weekly education sessions on Lambda Chi Alpha Seven Core Values is essential, so your Little Brother understands the information taught to Associate Members.

Big Brother and Little Brother Lambda Chi Alpha education and development one-on-one sessions are not only a good idea, but essential to your Little Brother’s understanding and implementation of weekly education session topics.

Schedule a specific time, whether one specific day or any random time, to sit down with your Little Brother and discuss the issues brought up during education sessions. The materials in this section will help develop discussion between you and your Little Brother about education topics, as well as ensure he has a strong grasp of the material.

The True Brother initiative plans for seven education sessions, plus one session reserved for Pre-Initiation week functions. The Seven Core Value education session topics are:

<table>
<thead>
<tr>
<th>Week 1</th>
<th>Loyalty</th>
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<tbody>
<tr>
<td>Week 2</td>
<td>Duty</td>
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<tr>
<td>Week 3</td>
<td>Respect</td>
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<tr>
<td>Week 4</td>
<td>Service and Stewardship</td>
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<tr>
<td>Week 5</td>
<td>Honor</td>
</tr>
<tr>
<td>Week 6</td>
<td>Integrity</td>
</tr>
<tr>
<td>Week 7</td>
<td>Personal Courage</td>
</tr>
</tbody>
</table>
Preliminary Information

In this session...
Basic Expectations of True Brother, the High Kappa Position on Hazing, Leadership 101, Leaders of Character, Ethical Decision Making, Core Values of the Leader, Core Values Redux, the Brothers Roster and the High Zeta.

Basic Expectations of the True Brother Initiative
Review the basic expectations of Associate Member education with your Little Brother, and ensure he knows what is expected of him during his Associate Membership.

The High Kappa Position on Hazing
Explain to your Little Brother that hazing is not tolerated and has no place in Lambda Chi Alpha. Make sure he understands our position on hazing and the measures Lambda Chi Alpha take to prevent it (like having Associate Members instead of pledges), and make sure he knows you will not haze him and will not tolerate others hazing him or other Associate Members.

Leadership 101, Leaders of Character, and Ethical Decision Making
Go over the outline of leadership and discuss what makes a good leader. Go over each level of the outline and discuss how those qualities make a good leader. Read over the sentences about leaders of character and how Lambda Chi Alpha expects leaders to “BE – Know – Do.” Talk about how this makes for a good leader. Go over the list of ethical decision making and talk to your Little Brother about how to make good and ethical decisions.

Core Values of the Leader of Character and the Core Values Redux
Go over each of the Seven Core Values in “LDRSHIP” and discuss how each make a leader better, as well as how each value makes (or can make) Lambda Chi Alpha better. Explain that, during the Associate Member education program, you will both learn more about the Seven Core Values. Go over the Core Values Redux, and discuss how you both can use the core values in your daily life.

Brothers Roster
Help your Little Brother fill out the Brothers Roster, so he can learn more about each initiated brother, as well as so he can have their contact information for future use.

The High Zeta
Go over the High Zeta with your Little Brother. Make sure he knows each officer’s duties and responsibilities, as well as who currently sits on the High Zeta. Help him fill out the current High Zeta list. It may also be a good idea to explain to him which offices he may run for in upcoming elections. Discuss why the High Zeta exhibits Loyalty to Lambda Chi Alpha.
Week One: Loyalty

In this session…
The Value in Action, Executive Committee Overview, Duties of the High Alpha, the Creed of Lambda Chi Alpha, Creed in Action: Black Hawk Down, Reading Assignments.

☐ The Value in Action
Read over the introduction of Loyalty and discuss how Loyalty plays a role in Lambda Chi Alpha operations. Go over the entry about the development of the ritual and design symbols and discuss how Loyalty plays a role. Discuss the section on the Take Away and brainstorm ideas on how each of you can incorporate the core value of Loyalty into your daily lives.

☐ The Executive Committee
Read over the information on the Executive Committee with your Little Brother. Make sure he knows the Executive Committee’s purpose, who serves on it, and who comprises the Executive Committee. Go over the duties of the Executive Committee with your Little Brother, and review the Paedagogus for an in-depth look at the Executive Committee. Discuss why the Executive Committee should possess Loyalty and how the quality of Loyalty makes the chapter better.

☐ The High Alpha
Make sure your Little Brother knows who currently sits as your Chapter’s High Alpha. Go over the High Alpha’s duties and responsibilities, as well as how long he serves the Chapter. Discuss how the High Alpha exemplifies Loyalty to Lambda Chi Alpha and why the High Alpha must possess the Core Value of Loyalty.

☐ The Creed of Lambda Chi Alpha
Make sure your Little Brother knows the Creed of Lambda Chi Alpha. Help him in areas of the Creed where he may be struggling, and it might be a good idea to start dissecting the Creed to get him thinking about the deeper meanings of the Creed.

☐ Creed in Action: Black Hawk Down
Read over the Creed in Action entry about Loyalty and Black Hawk Down with your Little Brother. Discuss how the entry links back to Loyalty and loyalty in Lambda Chi Alpha.

☐ Week 1 Reading and Assignments
Review Chapter One of the Paedagogus with your Little Brother and discuss any questions he may have. Make sure he understands the information. Review the Basic Member Expectations of Lambda Chi Alpha, and discuss why each is important to the building of a strong bond of brotherhood, as well as how each expectation fosters the up building of Lambda Chi Alpha as a whole. Go over the Creed again to make sure he knows it.

☐ Loyalty Session in Review
Discuss with your Little Brother why Loyalty in all members is important to the betterment of Lambda Chi Alpha. Brainstorm ideas on how we can live Loyalty in our daily lives. Talk about examples (both good and bad) of Loyalty you may have seen this session.
Week Two: Duty

In this session...
The Value in Action, The Take Away, High Beta, High Theta, High Gamma, Reading Assignments

☐ The Value in Action
Read over the introduction of Duty and discuss how Duty plays a role in Lambda Chi Alpha operations. Go over the entry about the development of the ritual and design symbols and discuss how Duty plays a role. Discuss the section on the Take Away and brainstorm ideas on how each of you can incorporate the core value of Duty into your daily lives.

☐ The High Beta
Make sure your Little Brother knows who the currently serves the Chapter as High Beta. Go over the High Beta’s duties and responsibilities, as well as how long he serves. Discuss how the High beta exemplifies Duty to Lambda Chi Alpha and why the High Beta should possess the core value of Duty.

☐ The High Theta
Make sure your Little Brother knows who the currently serves the Chapter as High Theta. Go over the High Theta’s duties and responsibilities, as well as how long he serves. Discuss how the High Theta exemplifies Duty to Lambda Chi Alpha and why the High Theta should possess the core value of Duty.

☐ The High Gamma
Make sure your Little Brother knows who the currently serves the Chapter as High Gamma. Go over the High Gamma’s duties and responsibilities, as well as how long he serves. Discuss how the High Gamma exemplifies Duty to Lambda Chi Alpha and why the High Gamma should possess the core value of Duty.

☐ Week 2 Reading and Assignments
Review Chapter Two of the Paedagogus with your Little Brother and discuss any questions he may have. Make sure he understands the information. Discuss the transition of the Greek letter fraternities through the ages and the historical founding of Lambda Chi Alpha. Go over the Creed again to make sure he knows it.

☐ Duty Session in Review
Discuss with your Little Brother why Duty in all members is important to the betterment of Lambda Chi Alpha. Brainstorm ideas on how we can live Duty in our daily lives. Talk about examples (both good and bad) of Duty you may have seen this session.
Week Three: Respect

In this session...
The Value in Action, The Take Away, High Tau, High Iota, the Greek alphabet, Reading Assignments

The Value in Action
Read over the introduction of Respect and discuss how Respect plays a role in Lambda Chi Alpha operations. Go over the Value in Action entry about respect, and talk about how Respect played a role in the story. Discuss the section on the Take Away and brainstorm ideas on how each of you can incorporate the core value of Respect into your daily lives.

The High Tau
Make sure your Little Brother knows who currently serves the Chapter as High Tau. Go over the High Tau’s duties and responsibilities, as well as how long he serves. Discuss how the High Tau exemplifies Respect to Lambda Chi Alpha and why the High Tau should possess the core value of Respect.

The High Iota
Make sure your Little Brother knows who currently serves the Chapter as High Iota. Go over the High Iota’s duties and responsibilities, as well as how long he serves. Discuss how the High Iota exemplifies Respect to Lambda Chi Alpha and why the High Iota should possess the core value of Respect.

The Greek Alphabet
Say each letter aloud with your Little Brother to ensure he knows the proper way to say each letter. Help him begin to memorize the alphabet, and discuss ways to make memorization easier. You might want to talk about examples of the Greek letters in both Lambda Chi Alpha and other Greek organizations.

Week 3 Reading and Assignments
Review Chapter Three of the Paedagogus with your Little Brother and discuss any questions he may have. Discuss Lambda Chi Alpha emblems and their significance. Review Lambda Chi Alpha specific timeline. Go over the Creed again to make sure he knows it.

Respect Session in Review
Discuss with your Little Brother why Respect in all members is important to the betterment of Lambda Chi Alpha. Brainstorm ideas on how we can live Respect in our daily lives. Talk about examples (both good and bad) of Respect you may have seen this session.
Week Four: Service and Stewardship

In this session...
The Value in Action, The Take Away, High Kappa, High Delta, Local History, the Bridge Builder, Reading Assignments

The Value in Action
Read over the introduction of Service and Stewardship, and discuss how they play a role in Lambda Chi Alpha operations. Go over the entry about George W. Spasyk and how he is a good example of Service and Stewardship. Discuss the section on the Take Away and brainstorm ideas on how each of you can incorporate the core values of Service and Stewardship into your daily lives.

The High Kappa
Make sure your Little Brother knows who the currently serves the Chapter as High Kappa. Go over the High Kappa’s duties and responsibilities, as well as how long he serves. Discuss how the High Kappa exemplifies Service to and Stewardship of Lambda Chi Alpha and why the High Kappa should possess the core values of Service and Stewardship.

The High Delta
Make sure your Little Brother knows who the currently serves the Chapter as High Delta. Go over the High Delta’s duties and responsibilities, as well as how long he serves. Discuss how the High Delta exemplifies Service to and Stewardship of Lambda Chi Alpha and why the High Delta should possess the core values of Service and Stewardship.

Local History
Go over your Chapter’s local history and discuss key points in your Chapter’s history. Discuss how your Chapter has had a tradition of Service and Stewardship throughout history.

The Bridge Builder
Read “The Bridge Builder” out loud with your Little Brother. When finished, discuss how the poem relates to Service and Stewardship. Discuss the poem’s relation to Lambda Chi Alpha and its history.

Week 4 Reading and Assignments
Review the Local History of your Chapter, and make sure your Little Brother understands the information. Go over the Creed again to make sure he knows it.

Service and Stewardship Session in Review
Discuss with your Little Brother why Service and Stewardship in all members is important to the betterment of Lambda Chi Alpha. Brainstorm ideas on how we can live Service and Stewardship in our daily lives. Talk about examples (both good and bad) of Service and Stewardship you may have seen this session.
Week Five: Honor

In this session...
The Value in Action, The Take Away, High Sigma, High Epsilon, Notable Lambda Chi Alpha Alumni, Reading Assignments

☐ The Value in Action
Read over the introduction of honor, and discuss how honor plays a role in Lambda Chi Alpha operations. Go over the Value in Action entry about “Designing a New Spirit of Fraternalism” and “Equal Chapter Representation.” How do these two articles show honor in Lambda Chi Alpha? Discuss the groups defined as “Founders, Organizers, and Builders,” and how these groups of men, used honor (as well as loyalty, duty, respect, service and stewardship) to help foster the growing Lambda Chi Alpha into what we have today. Discuss the section on the Take Away and brainstorm ideas on how each of you can incorporate the core value of Honor into your daily lives.

☐ The High Sigma
Make sure your Little Brother knows who the currently serves the Chapter as High Sigma. Go over the High Sigma’s duties and responsibilities, as well as how long he serves. Discuss how the High Sigma exemplifies Honor in Lambda Chi Alpha and why the High Sigma should possess the core value of Honor.

☐ The High Epsilon
Make sure your Little Brother knows who the currently serves the Chapter as High Epsilon. Go over the High Epsilon’s duties and responsibilities, as well as how long he serves. Discuss how the High Epsilon exemplifies Honor in Lambda Chi Alpha and why the High Epsilon should possess the core value of Honor.

☐ Notable Lambda Chi Alpha Alumni
Cover and talk about each alumni brother, and discuss what he brought to Lambda Chi Alpha, and how he made Lambda Chi Alpha better through Loyalty, Duty, Respect, Service and Stewardship, and Honor. Why were these people so fundamental to our continued success?

☐ Week 5 Reading and Assignments
Review the reading assignments with you Little Brother, and answer any questions he may have. Go over the Creed again to make sure he knows it.

☐ Honor Session in Review
Discuss with your Little Brother why Honor in all members is important to the betterment of Lambda Chi Alpha. Brainstorm ideas on how we can live Honor in our daily lives. Talk about examples (both good and bad) of Honor you may have seen this session.
Week Six: Integrity

In this session...
The Value in Action, The Take Away, High Rho, High Pi, Lambda Chi Alpha Position on Lambda Chi Alpha Education, Pledgeship, and Hazing, Mark Davis Editorial on Hazing, Reading Assignments

☐ The Value in Action
Read over the introduction of Integrity, and discuss how Integrity plays a role in Lambda Chi Alpha. Go over the Value in Action entry about “Naught Without Labor” and discuss how integrity is intertwined with “Naught Without Labor.” Discuss the section on the Take Away and brainstorm ideas on how each of you can incorporate Integrity into your daily lives.

☐ The High Rho
Make sure your Little Brother knows who the currently serves the Chapter as High Rho. Go over the High Rho’s duties and responsibilities, as well as how long he serves. Discuss how the High Rho exemplifies Integrity in Lambda Chi Alpha and why the High Rho should possess the core value of Integrity.

☐ The High Pi
Make sure your Little Brother knows who the currently serves the Chapter as High Pi. Go over the High Pi’s duties and responsibilities, as well as how long he serves. Discuss how the High Pi exemplifies Integrity in Lambda Chi Alpha and why the High Pi should possess the core value of Integrity.

☐ Lambda Chi Alpha Positions on Lambda Chi Alpha Education, Pledgeship, and Hazing
Discuss how Lambda Chi Alpha’s positions on education, pledging, and hazing show integrity throughout Lambda Chi Alpha. What other values does these show? How do they incorporate into all our teachings thus far? Talk to your Little Brother and find out if he feels he has been hazed or has seen hazing during his time with the Chapter.

☐ Mark Davis Editorial on Hazing
Go over the editorial and talk about hazing and Integrity, and how, in the absence of one, the other is stronger. Discuss Lambda Chi Alpha’s position on hazing and how it shows Integrity and other values in True Brotherhood—brainstorm other values that fit into this subject, like Honor.

☐ Week 6 Reading and Assignments
Review Chapter Four in the Paedagogus with your Little Brother and discuss any questions he may have. Make sure he understands the information. Proofread and help your Little Brother with his essay on hazing. Go over the Creed again to make sure he knows it.

☐ Integrity Session in Review
Discuss with your Little Brother why Integrity in all members is important to the betterment of Lambda Chi Alpha. Brainstorm ideas on how we can live Integrity in our daily lives. Talk about examples (both good and bad) of Integrity you may have seen this session.
Week Seven: Personal Courage

In this session...
The Value in Action, Reflections on Building Cathedrals, The Take Away, Building Brotherhood: Combining the Seven Core Values and Four Roles of True Brotherhood, Four Components of Brotherhood, High Phi, The Secret Thoughts of a Ritual

The Value in Action
Read over the introduction of personal courage, and discuss how Personal Courage plays a role in Lambda Chi Alpha operations. Go over the Value in Action entry about “Building Cathedrals,” making sure your Little Brother understands the connection to Personal Courage. Discuss the section on the Take Away and brainstorm ideas on how each of you can incorporate the core value of Personal Courage into your daily lives.

The High Phi
Make sure your Little Brother knows who currently serves the Chapter as High Phi. Go over the High Phi’s duties and responsibilities, as well as how long he serves. Discuss how the High Phi exemplifies Personal courage in Lambda Chi Alpha and why the High Phi should possess the core value of Personal Courage.

The Secret Thoughts of a Ritual
Discuss the entry about the life of a ritual and talk openly about why it is important for something as important as a ritual to be lived daily. Feel free to examine the Associate Member Ceremony or Ritual for Conducting Business Meetings to illustrate your points.

Personal Courage Session in Review
Discuss with your Little Brother why Personal Courage in all members is important to the betterment of Lambda Chi Alpha. Brainstorm ideas on how we can live Personal Courage in our daily lives. Talk about examples (both good and bad) of personal courage you may have seen this session.
Also discuss why it is important to live the Seven Core Values and Four Roles of True Brotherhood in our daily lives. You might brainstorm ideas, as a review of the past seven sessions, of ways we can implement each of the Seven Core Values and Four Roles of True Brotherhood into our daily lives.
Big Brother Training Curriculum

Effective Big Brothers require training, development, and practice. It is an honor to serve in this role. Earning that honor requires commitment and hard work. It is recommended that each Chapter develops some form of Big Brother training and requires that each brother who wishes to serve in this role complete the training. Here is a sample outline for a Big Brother Training Curriculum:

I. WHO SHOULD BE A BIG BROTHER?

A. Review of Requirements
B. Review of Big Brother Contract
C. Panel discussion by several experienced Big Brothers about how to be an effective Big Brother

*Exercise:* Each participant lists 10 adjectives to describe his Big Brother and then describes how each characteristic impacted him and their relationships. Share/discuss in pairs, and follow up with group discussion.

II. ROLES AND RESPONSIBILITIES OF A BIG BROTHER

A. Review/discuss the characteristics of an ideal Big Brother
B. Review/discuss the five (5) areas of Big Brother responsibility
C. Examine/discuss the “Sharing the Journey” form

*Exercise:* Break into small groups of three and practice effective communication skills by role playing three sample discussions. Rotate the roles of Big Brother, Little Brother, and Observer (who watches the discussion and provides feedback). Sample discussion topics:

- What are your personal goals?
- What do you consider your greatest personal strength and weaknesses?
- Describe the worst thing that ever happened to you.
- Why did you join Lambda Chi Alpha?
- What does brotherhood mean to you?

Process this experience with the entire group, and discuss what builds a strong and lasting friendship.

*Exercise:* Trust fall. Experience with several volunteer brothers. Discuss the role of trust in relationships and how it develops.

*Exercise:* Brothers for Life—Ask your High Pi or another alumnus to describe his Big Brother and their relationships with a focus on how it impacted him across the years. Describe any continuing contact. Ask any seniors to reflect on their Big Brothers and the
course of that relationship across time. Discuss the implications of these reflections for the current group of Big Brothers.

III. REVIEW OF TRUE BROTHER OUTER CIRCLE CURRICULUM

A. Discuss the Learning Model
   - Experience ~ Reflect ~ Make Meaning ~ Debrief/Share
B. Review the Seven Core Values
C. Review the Four Roles of True Brotherhood
D. Review Core Learning Goals for Each Week

Exercise: Role play in small groups processing the learning experience for one of the week’s curricula. Focus on one Core Value and one Role of Brotherhood per role play. Trade the roles of the Big Brother and Little Brother. Discuss in small groups and report experiences to the entire group. Develop a list of value-related experiences (events used to teach the week’s Core Value through experiential learning) for each of the Seven Core Values.

   - Panel discussion by the High Kappa, High Phi, and High Phi: How do you facilitate personal growth and fraternal identity in your Little Brother?

IV. TRANSITION TO THE INNER CIRCLE

A. Review and discuss Pre-Initiation activities and how to de-brief them
B. ZAX session with the High Phi/High Pi regarding ritualism and symbols
C. Review the protocol to process the Initiation experience (2nd Degree) with Little Brothers

Exercise: Role play appropriate and effective processing of the ritual experience (2nd Degree), and discuss what comes next—How to help your Little Brother begin his Inner Circle Journey.

Closing Exercise: After a period of self-reflection, list the strengths and weaknesses which you bring to your role as a Big Brother. Divide into pairs and discuss with your partner. Discuss how to compensate for weakness. Process this with the entire group. Close with a reading of “The Bridge Builder” and a candle pass focusing on your related thoughts and feelings and your goals as a Big Brother.
The Bridge Builder

An old man, going a lone highway,
  Came, at the evening, cold and gray,
To a chasm, vast, and deep, and wide,
  Through which was flowing a sullen tide.

The old man crossed in the twilight dim;
  The sullen stream had no fears for him;
But he turned, when safe on the other side,
  And built a bridge to span the tide.

"Old man," said a fellow pilgrim, near,
"You are wasting strength with building here;
Your journey will end with the ending day;
  You never again must pass this way;
You have crossed the chasm, deep and wide-
  Why build you a bridge at the eventide?"

The builder lifted his old gray head:
"Good friend, in the path I have come," he said,
  "There followeth after me today,
A youth, whose feet must pass this way.

This chasm, that has been naught to me,
To that fair-haired youth may a pitfall be.
  He, too, must cross in the twilight dim;
Good friend, I am building the bridge for him."

Author: Will Allen Dromgoole