

In the Bond
Associate Member Counselor Facilitation Guide



SESSION EIGHT: PERSONAL DEVELOPMENT AND WELLNESS

HOW TO READ **THIS GUIDE**

| SECTION TITLE HEADER WILL GO HERE ## MINUTES | |
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| LEARNING OBJECTIVES FOR EACH SESSION WILL BE LISTED IN THE FIRST BOX | Each session begins with the following in the top boxes: <ul style="list-style-type: none">◦ Room Setup - how the room should be set up for each session, including any items you need to prepare in advance◦ Supplies - the items needed for each session◦ Time - each header will include the estimated time it will take to complete the section. It may be helpful for you to add in your own start/end times depending on your meeting schedule. |
| GUIDE MATCH Anything listed below this heading indicates that the AMC should direct AMs to reference or complete an activity in their workbook page | <i>AMC Notes are in red, bold, italicized text. These are instructions and information for you as the AMC and should not be read out loud.</i> <ul style="list-style-type: none">• AMC scripts items are in plain text with a bullet point. While an Associate Member Counselor is discouraged from reading directly from the guide to participants, they should do their best to stay close to the text and spirit of the curriculum. |

AMC SESSION **NOTES + REFLECTIONS**

At the end of each session, there will be a text box available for you to make some notes about the strengths of the session and opportunities for improvement, along with some guided questions to consider. Use this space after each session to improve facilitation and note ideas for the future - this will also be helpful for you to reference and then respond to the IHQ feedback survey!

WEEK FOUR | SESSION 8

PERSONAL DEVELOPMENT AND WELLNESS 60 MINUTES

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| <p>LEARNING OBJECTIVES</p> <p>Participants will be able to...</p> <ul style="list-style-type: none"> • Refine a draft of their personal development plan. • Define the eight dimensions of wellness. • Reflect on the importance of mental well-being and strategies for maintaining mental health. | <p>ROOM SETUP</p> <ul style="list-style-type: none"> • Tables/desks with chairs for each participant - a classroom on campus that is centrally located is appropriate. • If choosing to utilize slide decks, a projector and screen or large TV screen should be included in the space. <p>SUPPLIES</p> <ul style="list-style-type: none"> • Associate Member Workbooks (printed or digital) • If using printed workbooks, writing utensils should be provided • Associate Members should bring their <i>Cornerstone</i> to the meeting • List of mental health resources on campus and in the community. |
| <p>WELCOME AND PERSONAL DEVELOPMENT PLAN FEEDBACK 20 MINUTES</p> | |
| <p>FACILITATOR TALKING POINT</p> | <p><i>AMC Note: Make sure to take attendance, if required by your chapter.</i></p> <ul style="list-style-type: none"> • Welcome back everyone! Let's get started with a quick check in - what is your High, Low, and "Ha" from this past week? What's been something exciting, what's been a challenge, and what's been something weird or made you laugh? <p><i>AMC Note: Give everyone a chance to respond. Depending on the size of the group, you may need to have them talk in small groups instead. Use this as an opportunity to celebrate what's happening "outside" of Delta Chi.</i></p> <ul style="list-style-type: none"> • Thank you for sharing all of that! It's exciting to hear the good things that are happening for everyone. |
| <p>ACTIVITY INSTRUCTIONS</p> <p>GUIDE MATCH PERSONAL DEVELOPMENT PLAN FIRST DRAFT FEEDBACK: PAGE 45</p> | <ul style="list-style-type: none"> • I hope that something else that was positive for you was taking the time to reflect on your onboarding experience so far and begin to draft goal statements and steps to complete them in your Personal Development Plan. • You are now going to have an opportunity to coach each other in partners about the goals and plans you have developed. In a moment, we will split into pairs and give feedback in a specific way, using the Three - Two - One approach. • With this, feedback should be focused on three ideas that come to mind when your partner shares their goals and plans, two resources or things your partner may need to look up or connect with on their plan, and one personal connection you have regarding what was shared. • As you receive the feedback, there is a space to take notes in this session's materials in your workbook. • Now, find a partner. I would encourage you to connect with someone you think would be a good match based on what we've learned about one |

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| | <p>another so far. You can choose who will share first and who will provide feedback first, and I'll let you know when it's time to switch.</p> <p>AMC Note: Give everyone a few moments to find a partner. If you have an odd number of Associate Members, it's recommended that you participate to give feedback and have a conversation. Provide about four minutes for the first feedback session, then give an alert when it's time to switch, and bring everyone back together to debrief after another four minutes.</p> |
| DEBRIEF | <ul style="list-style-type: none"> • How did it feel to share out the first draft of your plan and receive feedback? • Is there anyone in the room who should be recognized for one of the goals they have set? Who is it and why? • Is there anyone in the room who should be recognized for the feedback they provided? Who is it and why? |
| TRANSITION | <ul style="list-style-type: none"> • Thank you for digging in to begin drafting your plan - this is an important step in our work together and I hope that we can see one another as support systems to achieving these goals. • Over the next few sessions, you will have an opportunity to keep brainstorming about how you want to keep making improvements to your current draft, but there are some other things we need to make sure that we cover in this session to help you get there! |
| DIMENSIONS OF WELLNESS 15 MINUTES | |
| FACILITATOR TALKING POINT | <p>AMC Note: Many campuses have a Counseling Center that will provide a quick overview presentation of their services, or deep dive into men's mental health and dimensions of wellness. It may be beneficial to supplement the content in this section and the next with that presentation.</p> <ul style="list-style-type: none"> • One of the first questions people typically ask one another in a greeting is "How are you?" And we often answer with the same answer every time or may not be fully truthful. • When we want to think about how we are really doing or really feeling, we need to consider the different and interconnected dimensions that make up our overall health and wellness. |
| ACTIVITY INSTRUCTIONS GUIDE MATCH DIMENSIONS OF WELLNESS: PAGE 46 | <ul style="list-style-type: none"> • Look at your workbooks and find the Dimensions of Wellness page. This might be something you've seen before, or it could be brand new. So that everyone understands the concept, I'm going to explain each of the dimensions, and there's a place where you can take some notes. • We'll start with the Physical dimension. This is about caring for your body to stay healthy now and in the future. That means things like eating well, getting adequate sleep, exercising, and getting regular check-ups. • The Spiritual dimension is not about promoting a particular religion or worldview, but instead about finding purpose, value, and meaning in your life, and participating in activities that are consistent with your values and beliefs. • The Emotional dimension is about understanding and respecting your feelings, values, and attitudes and appreciating the feelings of others. It focuses on managing your emotions in a constructive way, and when done well, someone can adequately identify, understand, and manage their emotions - including stress and anxiety. • The Occupational dimension (sometimes called vocational) focuses on preparing for and participating in work that provides personal satisfaction and life enrichment that is consistent with your values, goals, and lifestyle. Ideally, wellness in this dimension will allow you to contribute your unique |

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| | <p>skills and talents to work that is personally meaningful and rewarding while maintaining a balance between your work and other parts of your life.</p> <ul style="list-style-type: none"> ● Intellectual wellness focuses on lifelong learning, maintaining curiosity about all there is to learn, and valuing lifelong learning, and responding positively to intellectual challenges. This can show up by expanding your knowledge and skills, promoting reading and writing, or taking on challenging projects that require research. It can also be about exploring a new hobby or creative interest. ● The Environmental dimension is about understanding how your social, natural, and built environment impacts your health, as well as how your daily habits impact your physical environment and the planet. ● The Financial dimension incorporates managing your resources to live within your means, making informed financial decisions and investments, setting realistic goals, and preparing for short-term and long-term needs or emergencies. It's also about being aware that everyone's financial values, needs, and circumstances are unique. ● Finally, the Social dimension is about maintaining healthy relationships and contributing to your community. Having strong communication skills and support systems will also help you to establish appropriate boundaries - and being helpful is about developing friendships and intimate relations, caring about others - while letting others care about you. <p>AMC Note: Ask if anyone has any questions or needs clarity on any of the dimensions before proceeding, or if they want you to re-read anything.</p> <ul style="list-style-type: none"> ● That's a lot of information to cover. Take a quick moment and put a star by the dimension(s) you feel like you've been managing well and circle the ones you think you need to spend more time focusing on. ● Once you've got those, let's talk about them a bit more. |
| DEBRIEF | <p>AMC Note: If an Associate Member shares something with you in this debrief beyond your ability to support (ex. depression, trauma, substance misuse), it's okay to say: "Thanks for trusting me - have you talked to anyone on campus about this?" and make a referral to a professional. You can also thank them and reference that you'll be covering some resources in the next section that could be beneficial.</p> <ul style="list-style-type: none"> ● Which dimension do you find to be the easiest to keep up with? Why? ● Which dimension do you think you need more of right now? ● What has been one of your biggest stressors recently? What's a healthy strategy you have for addressing it? ● Why do you think it's important to view these dimensions as being interconnected and impacting one another? ● How can Delta Chi contribute to supporting your overall wellness? |
| TRANSITION | <ul style="list-style-type: none"> ● Making choices for your health and well-being can be challenging. We often already know what's "good for us" but it can be difficult to build habits in these areas. ● Sometimes change takes a long time, but it can become more achievable if you choose strategies that enhance your chance for success - including making plans, scheduling, and sharing your goals with others. ● That's part of why we are working through developing a plan over time, and talking about wellness, so that Delta Chi can help enhance your overall wellness and growth. And helping to connect to your overall wellness and being healthy is going to help you bring your best self into the classroom and truly "assist in the acquisition of a sound education." |

MENTAL HEALTH SUPPORT STRATEGIES | 20 MINUTES

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| <p>FACILITATOR TALKING POINT</p> | <ul style="list-style-type: none"> • So much of what we think about with health is related to the physical dimension. However, mental health and emotional well-being are incredibly important. • As men, we often don't have these conversations with one another, but it's important to be open with what we are going through in all dimensions of our health. |
| <p>ACTIVITY INSTRUCTIONS</p> <p>GUIDE MATCH DELTA CHI CAMPUS ASSISTANCE PROGRAM: PAGE 47</p> <p>GUIDE MATCH CAMPUS AND COMMUNITY MENTAL HEALTH RESOURCES AND SERVICES: PAGE 48</p> <p>GUIDE MATCH MEN'S MENTAL HEALTH: PAGE 49</p> <p>GUIDE MATCH ALEC: THE FOUR STEP APPROACH TO TACKLE IMPORTANT LIFE CONVERSATIONS: PAGE 48</p> | <ul style="list-style-type: none"> • These past few weeks may have felt overwhelming as you've been making new connections, learning more about yourself, and trying to make time for all the expectations you're facing. That is totally normal. • Delta Chi has a resource available if you are having any issues, or if you're concerned about someone else, and it's known as the Campus Assistance Program. You can read more about it in your workbook. I'd encourage you to put the phone number in your phone now or bookmark the webpage and save the log in information now. • The CAP provides private and free services, and all members get up to three sessions at no cost via phone, video, or text. • Our university also has several resources available to support your mental health and wellness. <p><i>AMC Note: You will need to have this information in advance - but this is where you should speak about the campus or community mental health resources and/or counseling center and psychological services on campus. Be sure to share where they are located, and what, if any, services are free to students.</i></p> <ul style="list-style-type: none"> • While it's important to know the resources available to you, having something simple that you can put into practice is also very useful. • There's a great resource in your workbook from the National Alliance on Mental Illness to help showcase why talking about men's mental health is important - and I encourage you to review this. But we're going to introduce a simple tool from the Movember Foundation known as ALEC. • First is Ask. If you're concerned about someone or think something might be going on, asking how they are feeling is the actual first step. Something like "You haven't seemed yourself lately...are you okay?" or "This week has been brutal for me, how are you holding up?" It's important to manage the right time and place for a conversation, but don't get hung up on everything being perfect - model an honest conversation with open-ended questions. If you think someone is struggling with their mental health don't be afraid to ask them if there's anything you can do to better support them – this will not make things worse. • What's another example of an open-ended question you could ask someone that you're concerned about? <p><i>AMC Note: Pause and wait for responses, you should expect to hear things like "What's been on your mind lately?" or "How are things with your partner going?" can be a way to get started.</i></p> <ul style="list-style-type: none"> • Second, once you've asked the question - you need to Listen. It's more than just hearing someone; it requires focus to listen to understand instead of listening to just respond. You can ask if someone just needs a sounding board (because sometimes people just need to get something off their chest), but you may also need to use clarifying questions and normalize a reaction when responding. |

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| | <ul style="list-style-type: none"> What are some examples of clarifying questions or normalizing statements you could make? <p>AMC Note: <i>Pause and wait for responses, you should expect to hear things like “It’s understandable you’re feeling this way.” or “Can you tell me more about...” and “Can you give me an example of...”</i></p> <ul style="list-style-type: none"> From here, you need to Encourage Action. If someone has been vulnerable and shared what’s going on, and you’ve actively listened and responded, you want to encourage them to act towards feeling better. You’re not trying to fix anything for them, but instead focus on simple things that could improve how they feel or to take better care of themselves. You’re also not a mental health professional, so as much as you want to lift someone up, you may need to reach out or recommend a wider support network. What are some actions you might want to encourage for someone who is struggling with their mental health? <p>AMC Note: <i>Pause and wait for responses, you should expect to hear suggestions like “Share resources like CAP or campus counseling services and then make the call with them or walk them to services” or something like “taking a break,” “getting more sleep,” or “reducing alcohol use.”</i></p> <ul style="list-style-type: none"> The last piece of the puzzle is to Check In. This is a key part of the process because it sends the message to the person that you care and are genuinely in their corner. It’s important to be genuine when developing trust, but once you’ve asked, listened, and encouraged action, then you need to plan to check in and follow up. It can be a text, a phone call, or a face to face chat. What are some questions you can ask to check in with someone? <p>AMC Note: <i>Pause and wait for responses, you should expect to hear suggestions like “How have you been since we last spoke?” or “How was it getting in contact with [CAP/Counseling Services]?”</i></p> <ul style="list-style-type: none"> Ultimately, we need to be available for the men in our lives. If we model healthy behaviors when it comes to taking care of our own mental health, we encourage and empower the men we care about to be proactive in managing their own wellbeing. |
| DEBRIEF | <ul style="list-style-type: none"> Why is it important for us to talk about mental health within this setting? Why is reflecting on mental well-being and strategies for maintaining mental health a key to success? How would you explain how to use the ALEC technique with someone else? |
| TRANSITION | <ul style="list-style-type: none"> Delta Chi should be a place where you feel comfortable approaching these deeper conversations, and where you can feel like you are able to grow in your own areas of health and wellness. If you are feeling at your best, you are set up to achieve your goals and personal development plans. |
| REFLECTION AND WRAP UP 5 MINUTES | |
| FACILITATOR TALKING POINT | <ul style="list-style-type: none"> This has been a bit of a heavier session, but I hope that it was meaningful for us to engage and explore these topics, and you have likely learned about a new wellness strategy or approach that you can apply. One of the most powerful things about Delta Chi is that we look out for one another, not just at events, but in life. There are a few reminders I want to share with you before we wrap up. |

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| <p>TRANSITION</p> <p>GUIDE MATCH CALL TO ACTION: PERSONAL DEVELOPMENT PLAN FIRST DRAFT: PAGES 41-44</p> <p>GUIDE MATCH TASK OUTLINES: PAGES 2-3</p> | <ul style="list-style-type: none"> • Before our next session, you will need to complete the Call to Action: Journey Map worksheet in your workbook, which will give you an opportunity to reflect on your onboarding experience so far. • Finally, if you have not done so already, you should make your final dues payment in Vault. This must be completed prior to Initiation - you can reach out to the “D” if you need clarification. Our “C” should have already submitted the Initiation application to IHQ for approval for the upcoming ceremony. • Our next session will feature an alumni / leadership panel - so please do not be late so we can make sure we start on time and maximize our time together as a group with our guests. • Let’s wrap up this session by singing the Bond Song. |
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AMC SESSION 8 **NOTES + REFLECTIONS**

- What went well during this session?
- What unexpected challenges came up?
- How did the group respond to the teambuilder and discussion?
- What feedback did I receive from participants (verbal or nonverbal)?
- What would I improve about this session in the future?
- Did I meet the session’s learning outcomes? Why or why not?