

Big Brother Training Facilitation Guide

Logistics

Room Set Up	Depending on the size of the group you can change the room to meet your needs. For a large group (20+) a classroom set up is suggested. For a smaller group you can arrange chairs in a circle for easier conversation. Be sure everyone can see and hear the videos if showing them at the meeting.
AV	Computer, projector, screen, speakers
Supplies	Big Brother handout (available on Beta.org), pens, If you are showing the videos in your meeting, they can be found here: Vulnerability video , Bystander video . We encourage you to assign these videos in advance.

3/30	Introduction
	Hello, Brothers! Thank you all for coming to the Big Brother Training. Today we'll talk about the expectations of being a Big Brother, the roles you will play to your Little Brother, and think through some topics you can help coach your Little Brother on.
	To get started, let's spend some time talking about your experience being a Little Brother. What three words would you use to describe your Big Brother? Ask for 2-3 men to share their answers. Great thank you for sharing. For many of us our Big Brothers have been a positive influence in our lives. And, for those who haven't always had the best relationship, this is your chance to build something new! To get started, let's review the expectations of being a Big Brother.

10/13	Expectations
	If you look at your handout, you have the Big Brother expectations in front of you. Who would like to read the expectations out loud for us? Be in good standing financially, academically, and behaviorally (with the chapter and your host campus). Must participate in the Big Brother ritual ceremony and all other rituals during the Orientation Period. Must consistently exhibit behavior that is in alignment with Beta's mission, vision, and core values. Be available and willing to meet regularly with your Little Brother throughout the New Member Orientation Period and beyond. Are there any questions about what these expectations mean? <i>After addressing any questions.</i> Let's break into 4 groups and come up with why this expectation exists. Why is it important? <i>Break group into 4 sections. Allow 3-5 minutes for discussion. Bring the group back together to share out.</i>
	Great! Thanks for your work here. Would 1 person from each group like to share out why this expectation exists?

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Example answers would be:

Expectation: Be in good standing financially, academically, and behaviorally (with the chapter and your host campus).

Why: Modeling the values of Beta Theta Pi and demonstrating a commitment to the expectations of your chapter is the best form of mentoring.

Expectation: Must participate in the Big Brother ritual ceremony and all other rituals during the Orientation Period.

Why: Ritual is what ties all Betas together.

Expectation: Must consistently exhibit behavior that is in alignment with Beta's mission, vision, and core values.

Why: During recruitment and the entire New Member Orientation Period, when your actions are being observed by new members.

Expectation: Be available and willing to meet regularly with your Little Brother throughout the New Member Orientation Period and beyond.

Why: Regularly checking in with your Little Brother lets him know you care and will give him a deeper sense of belonging to the chapter.

Regular check-ins also allow you to be a resource to your Little Brother as he navigates new challenges academically and inter-personally in college.

Thanks everyone! Now that you know the expectations, let's talk about the role you will play for your Little Brother.

5/18 **Role of the Big Brother**

At the start of the session I asked you to think about three words to describe your Big Brother. Now, we're going to think about a word you would want your future Little Brother to describe you. *FN: If your group is smaller, you can have men think of more than one word.*

As someone says their word, raise your hand if you agree. This will help us understand how each person wants to be viewed and some of the things that are most important to be a Big Brother. I'll get us started – **Role Model**.

FN: Once everyone has had a chance to share at least one word, end the exercise when you feel appropriate. You'll want to look for answers like; guide, coach, resource, role model advocate.

Thank you! Why do you think these roles are important? What roles do we want to avoid taking on? I know these roles are not exhaustive. Over time your relationships with your Little Brother will change and grow. This is a starting point to be a great Big Brother.

5/23 **Vulnerability**

Before this meeting I asked you to watch a video with David Letterman and Jay-Z. At the time you may have wondered how the video was connected to being a Big Brother! One of the ways to build a strong relationship with your Little Brother and other brothers in the chapter

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is through being vulnerable. Vulnerability is often associated with weakness. But being vulnerable is about being real and authentic with someone. It's about having tough and honest conversations. Let's take a few moments to discuss a few questions.

After seeing the video;

- **Can someone summarize what happened in the video?**
- **What did you make of this conversation between Jay-Z and David Letterman? What's going on in this video?**
- **Both men acknowledged their mistakes and how they persisted beyond the mistake through humility, learning about themselves, and accepting how their actions affected others. Have you ever had a similar experience?**
- **How could you practice this type of conversation with your Little Brother?**

I hope that with trust and practice you and your Little Brother can build a strong bond through having these types of conversations.

5/28 **Bystander Intervention**

The next video I asked you to watch discussed bystander intervention. As Big Brothers, we want you to be the people who help model the way for our new members to step up and do the right thing.

- **Can someone summarize what happened in the video?**
- **What are some situations that fraternity men might be bystanders?**
- **The video mentioned the 3 D's (direct, distract, and delegate). How can we use the 3 D's to make sure we avoid the bystander effect?**
- **How does vulnerability relate to bystander intervention?**

Thank you for sharing! It is important that each of us play a role in making sure our new members are prepared for the potentially challenging situations we face as fraternity men.

2/30 **Wrap Up/Conclusion**

When a strong relationship is built, the role of a Big Brother can go far beyond your time in Beta. Serving as a Big Brother is about mentorship and coaching which are skills that are valuable in both your personal and professional life. Like all things though, you will only get as much out of the relationship as you put into it. We're asking for your support in helping to cultivate the next legacy of Beta Theta Pi. With that, let's take a moment to sign this pledge. It signifies that you will be up to the task of being a great Big Brother!

If you have any questions throughout the process, please do not hesitate to let me know. *You can include any next steps that the chapter is taking in matching Big/Little Brothers.*