

Sisterhood DID

Option 2

Participant Guide

DID Preparation Assignment 1

Self Esteem Worksheet

Self-esteem is an integral part of personal happiness. It is also critical component to establishing lasting and fulfilling relationships, and a corner stone to success and achievement.

Part I: How Do I Feel About Myself? Place an (x) in the square to indicate how closely you relate to each statement.

Statement	Not Me	Somewhat Me	This is Me
1. I accept constructive criticism well			
2. I am at ease meeting new people			
3. I value close relationships			
4. I can laugh and learn from my mistakes			
5. I accept / notice / address life changes in my personality			
6. I seek out and accept new challenges			
7. I am comfortable with my life and achievements			
8. I like my personal appearance			
9. I am confident in who I am			
10. I am happy when other succeed			
11. I am a team player			
12. I give credit where credit is due			

Part II: Complete each sentence based on your own sincere thoughts and beliefs.

1. My closest friend and I have this in common _____
2. I am happy when I _____
3. The thing I fear most is _____
4. I really enjoy _____
5. I love when _____
6. I struggle with _____
7. I get angry when _____
8. My greatest little known accomplishment is _____
9. I feel my future is _____
10. I gain strength from _____
11. I believe that _____
12. I feel best about myself when _____
13. I hope that _____
14. I would never _____
15. I don't like to admit it but, I am really bad at _____
16. I am really good at _____
17. I like to pamper myself by _____
18. The three words that best describe me are _____
19. My pet peeve is _____
20. I am at my best when _____

Sources: adapted from: www.theranest.com Positive Psychology Program B.V. and the previous Sisterhood DID Facilitators Guide worksheet titled "How Do I Feel About Myself."

DID Preparation Assignment 1I

Self-Awareness Quiz

How Self-Aware Are You?

Read the following statements. BE AS HONEST AS POSSIBLE and circle your answers according to the one that best describes you.

0= Not True for Me 1= Somewhat True for Me 2= Definitely True for Me

1. It's important for me to say exactly what's on my mind.	0	1	2
2. I have difficulty feeling and expressing anger, and then letting it go.	0	1	2
3. I don't feel it's important to praise the successes of others.	0	1	2
4. It's hard for me to communicate with people whose opinions and backgrounds are different from my own.	0	1	2
5. I know which people at work, or in my environment, who are weaker, slower and/or not as smart as I am, and I am likely to use this information to get ahead	0	1	2
6. I often find myself speaking without thinking and sometimes say hurtful things	0	1	2
7. I tend to respond to people who are angry by becoming angry myself	0	1	2
8. I feel my co-workers, or people in my environment, benefit when I point out their errors or mistakes – it helps them learn and do better	0	1	2
9. Most people know that when I am mad they should stay out of my way	0	1	2
	TOTAL SCORE: Add together all the numbers you circled. Please see the Scoring Guide.		

Self-Awareness Quiz Scoring Guide:

Score 0-6

You have a Keen sense of awareness. You know how your words and actions affect others and choose behaviors least likely to cause harm or unnecessary drama. You are a leader that other want to follow.

Score 7-13

You are doing okay, but there is room for improvement. You know your words and actions can have a negative impact on others, but you tend to have difficulty editing yourself, especially when you are experiencing intense emotions.

Score 14+

Your higher score means that you have difficulty knowing how your words and your behaviors impact others. Perhaps it is time to take a good look in the mirror and decide whether your actions and attitudes are helping or harming you, your career, your reputation and/or your personal life.

Source: www.EmbracingCivility.com

WHAT DOES SISTERHOOD MEAN TO ME?

Activity 1

Write a brief definition of sisterhood.

“Before you can be a sister to someone else, you must first be a sister to yourself.” What does this statement mean to you?

What is sisterly behavior?

INTERNAL SELF-AWARENESS: WHO AM I?

Activity 2

Who am I? (What one word describes me?) _____

“What are my values?” (What do I hold most sacred?) _____

What unique talent(s) or skill(s) do I possess?

What really annoys me? (What is my pet peeve?)

What is my social action advocacy or passion? _____

What makes me happy? _____

If I could travel anywhere in the world, I would travel to? _____

If I could recreate myself as a public figure or celebrity, I would be?

I would tell my older / younger self about life that _____

External Self-Awareness: How Others See You?

Activity 3

Below are common misconceptions of about first impressions, and how our actions may be viewed or interpreted by others versus our actual intentions or how we perceive our own actions. This exercise is design only to promote general awareness.

PERSPECTIVE					
<i>If You Do This?</i>	<i>You May Think You Seem</i>	<i>But to Others You May Seem:</i>	<i>Do I Do This?</i>		
			Usually	Sometimes	Rarely
Act inflexibly to unexpected events	Determined, appropriately demanding	Needy, entitled, high maintenance			
Present yourself as superior to others	Important, impressive	Intimidating, insecure			

Present yourself as very inferior to others	Modest, endearing	Award, lacking confidence			
Control the situation and the actions of others	Generous, helpful, in command	Rigid, dominating			
Blame others	Honest, straightforward	Difficult, socially needy, victimized			
Focus on the negative aspects of a situation	Straightforward	Unlikeable, naysayer, unpleasant			
Talk only about extremely positive things	Fun, exciting, upbeat	Unlikeable, insincere, unrealistic			

SELF DISCLOSURE

Share what's on your mind before basic personal information	Interest and offbeat	Self-centered, eccentric, inappropriate			
Share more than others do	Open, honest, revealing	Burdensome, inappropriate			

<i>If You Do This?</i>	<i>You May Think You Seem:</i>	<i>But to Others You May Seem:</i>	<i>Do I Do This?</i>
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			Usually	Sometimes	Rarely
Share much less than others do	In control, mysterious	Closed, uninteresting, cold			
Volunteer specific impressive information	Important, special	Egotistical, needy of affirmation			
Complain about your problems	Honest, spontaneous	Boring, self-absorbed, critical			

CONVERSATIONAL DYNAMICS

Speak more quickly or pause more briefly than others	Interesting, energized	Emotionally draining, alienating			
Speak more slowly or pause longer than others prefer	Relaxed, comfortable, thoughtful	Boring, tedious			
Speak more loudly than others	Self-confident, fun, interesting	Bombastic, self-satisfied, offensive			
Speak more softly than others	Demure, socially aware	Shy, lacking in self-confidence, controlling			
Speak much more than others	Interesting, informative	Self-absorbed,			

		difficult to connect with			
Talk longer than others during your turn	Sharing appropriately, interested	Draining, not connecting			
Interrupt others or fail to yield	Interesting, energetic	Uninterested self-absorbed controlling			
SHOWING INTEREST					
Listen inactively	Neutral	Uninterested, rejecting, preoccupied			
Talk about yourself without asking about the other person	Informative, interesting	Self-absorbed, rude, tedious			
Hold the floor by asking many questions	Interested, attracted	Private controlling			
Use questions to segue the focus back to yourself	Interested, connecting	Self-absorbed, uninteresting			
<i>If You Do This?</i>	<i>You May Think You Seem:</i>	<i>But to Others You May Seem:</i>	<i>Do I Do This?</i>		
			Usually	Sometimes	Rarely

Withhold attention or interest	Cool and confident	Uninterested, rejecting, cold			
ACCESSIBIITY					
Fail to smile	Neutral, thoughtful, cool	Uninterested or unattracted to the other, cold			
Focus on your individuality rather than your commonality with others	Interesting, eccentric	Inaccessible, self-involved, socially awkward			
Show little attention to your grooming and style	Natural, not concerned with superficialities	Socially unaware careless			
Wait for an introduction	Neutral, unobtrusive	Distant, uncomfortable, uninviting, passive			
Observe and judge before interacting actively	Careful, thoughtful	Uninterested, difficult to connect with, aloof			
Use prepared opening lines	Charming, open, witty	Shallow, aggressive, calculating			
Open with a casual negative opinion	Straightforward	Unlikeable, unpleasant			

Session Workbook

WHAT DOES SISTERHOOD MEAN TO ME?

Write a brief definition of sisterhood.

“Before you can be a sister to someone else, you must first be a sister to yourself.” What does this statement mean to you?

What is sisterly behavior?

EMPATHY

Match the words below on the left with the correct definitions on the right

- | | |
|---------------|--|
| A. Sympathy | _____ I care about your suffering |
| B. Pity | _____ I feel your suffering |
| C. Empathy | _____ I acknowledge your suffering |
| D. Compassion | _____ I want to relieve your suffering |

References:

Article: “Empathy, Sympathy and Compassion – What’s the Difference”? August 27, 2017, by Compassion It Team (compassionit.com)

Article: Empathy vs Sympathy by Dr. Neel Burton, M.D., 22 May 2015 (Psychology Today)

Article: "What's the Difference Between Empathy, Sympathy, and Compassion" by Sara Schairer, The Chopra Center

Sample Clips - Google "Brene Brown" Empathy YouTube Video Clips

- Brene Brown on Empathy
- The Power of Vulnerability
- Shame and Empathy
- Shame, Empathy, and Connection
- Sympathy vs Empathy

REFLECTION QUESTIONS

Describe a time when you felt empathy toward a Soror, meaning that you felt sad or happy because you could sense what they were feeling.

What are some ways you might work to expand your empathy by showing care and concern for your Sorors?

Definition of Empathy:

In your own words:

Textbook Definition:

.....

Check your learning:

Empathy is _____

Pity is _____

Sympathy is _____

Compassion is _____

.....

How empathetic are you?

This brief quiz contains 28 questions. Answer them honestly for there are no right or wrong answers. The questions are used to measure your level of empathy. Once completed you will receive an empathy score, along with feedback interpreting this score and tips for strengthening your empathy skills. Please click on the link below to begin the quiz.

https://greatergood.berkeley.edu/quizzes/take_quiz/empathy

REFERENCES:

SPRENG, R.N., McKinnon, M.C., Mar, R.A., & Levine, B. (2009). "The Toronto Empathy Questionnaire." *Journal of Personality Assessment*, 91 (1), 62-71

Davis, M.H. (1980). "A multidimensional approach to individual differences in empathy." *JSAS Catalog of Selected Documents in Psychology*, 10, 85.

Olderbak, S., Sassenrath, C., Keller, J., & Wilhelm, O. (2014). "An emotion-differentiated perspective on empathy with the emotion-specific empathy questionnaire." *Frontiers in Psychology*, 5, 1-14

Record a brief summary of your results in the space below:

Take Home Exercise: See Appendix

Write a personal positive affirmation to yourself. Detach and insert in a self-addressed envelope to your personal address. Give it to the facilitator at the end of the session, she will have to the chapter president who will periodically drop the affirmations in the mail to you throughout the year.

My personal affirmation to myself:

I pledge to be more empathetic to my Sorors by:

SIGNED: _____

Developing and Maintaining Healthy Relationships

Objective: To better understand how getting to know one another helps build healthy relationships.

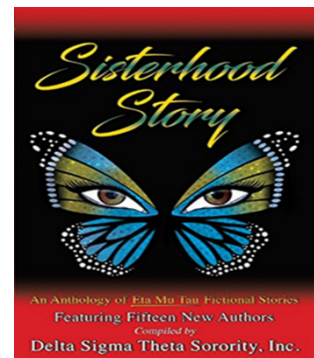
Be honest how many Sorors in the chapter do you really know? _____

What is your definition of a healthy relationship?

What is the difference between connecting with a Soror and really I mean really getting to know your sister?

An excerpt from
An Anthology of Eta Mu Tau Fictional Stories
The Butterfly Reject - Chapter 9
Written by Soror Marshonia “Nia” Hubbert

“Shea, I can’t believe I let you talk me into crashing a wedding,” I half-jokingly said as we arrived at the event’s venue. Tall and skinny with mocha skin and long, sun-dyed brown dreadlocks, I already stood out. In addition, I have almond-shaped, chestnut eyes that also speak to my dreamy, carefree personality. “Zee, you’re not crashing a wedding! It’s cool for you to be here. You’ll see,” Shea replied reassuringly. I looked into her big, bright, hazel eyes and was almost convinced. Shea had light caramel skin and wore her jet black hair curly and natural. Petite and athletic, she enjoyed taking the lead; I admired her take-charge attitude. “But Janelle doesn’t know I’m here.” I countered, reminding her that I didn’t receive an invitation. “Well, she invited me. She had to know I’d bring my bestie.” Shea smiled, dismissing my concerns. “Besides, I’m sure your invitation must have gotten lost in the mail. You’ll feel better after her dinner party tonight.” “Great. So I’m crashing a dinner party, too,” I said almost in a whisper.



Shea and I go way back. We were the only two Black kids in our preschool class, and we bonded instantly. Everyone must have thought we were twins, although we looked nothing alike. I got

used to being called “Shea,” and she was often known as “Zee,” my nickname, short for Mackenzie. We didn’t mind. We continued to go to the same school, all the way through college.

In college, we pledged the same sorority— Eta Mu Tau— during the same semester. Not only did we become sisters, but also line sisters. Line sisters were supposed to be your closest Sorors because we went through the pledging process together as a team. In other words, we were on the same “line.” I joined Eta Mu Tau sorority to be part of a group of like-minded women who thrived together and uplifted our community. I was excited about the sisterhood and fellowship aspects. That was, until I realized I was the odd one out.

On our line, I was the only caterpillar who didn’t wear makeup, didn’t eat meat, and didn’t go to church. It was as if everyone focused on my “didn’ts.” To top it off, I was raised by a single parent. To my line sisters, I didn’t have a “proper” upbringing. I was tolerated, but never accepted. And once we were Sorors, these ladies left me out of every get-together that wasn’t a sorority event.

Now ten years later, our line of thirty-six was coming together at the Butterfly Grand Resort to see our line sister, Janelle Rowley, get married. While I was happy for her, I was mainly here to connect with my Sorors. Despite the past, I felt dissatisfied with not having contact with any other line sisters other than Shea. “Well, here goes,” I said to Shea as we walked toward the ballroom for the dinner party the night before Janelle’s big day.

Shea and I had on our signature colors— marigold and aquamarine— to be in unison with the rest of our Sorors. It was fitting that we were at this resort. Evidently, this place was as fond of butterflies as were our four founders. There were colorful butterfly images all over the walls. “Ta-Ta! Ta-Ta!” Sorors greeted us with our call when we entered the room. By “us” I meant Shea. I felt as if I was not even standing there. “Shea Daniels! Oh, my gosh! You look amazing! Did you do something different with your hair? Are you ready to catch the bouquet tomorrow?” Our sorority sisters who gathered around her said gushingly. They bombarded her with hugs as if she’d just recovered from a long, chronic illness. Ugh! Really? They’d all seen her this afternoon when we arrived at the resort.

Honestly, I felt envious at the ease with which Shea navigated the social scene. Social stuff gave me intense anxiety. I tried not to think about how I felt. The last thing I wanted was to be jealous of my best friend. “So, you ladies remember Zee?” Shea said, looking in my direction. All heads turned toward me. Sharla folded her arms in obvious disapproval as she turned to me. “Oh, yes. Zee. Does Janelle know you’re here?” Sharla Reynolds is Janelle’s best friend and my biggest critic. She’s also one of our line sisters. “Well...” I slowly began to answer. “Of course she does!” Shea said, interrupting me before I said anything more. “Janelle wants our whole line here.” “Janelle only invited the folks that she wants to be here,” Sharla said first looking at Shea before turning again to me. “

A few hours later

As Sorors chatted about their families, careers, and various community programs they led, I realized I couldn't interject myself into these conversations even if I wanted to. I'm single, and I live alone. My days involve waking up to practice yoga, taking a five-mile run, and then editing my latest Vlog post. I'm excited that my Web site has over two million followers where I share tidbits about yoga, meditation, and preparing healthy foods. I love it! I'm financial and active in my alumnae chapter, but I've never led any of our programs.

I looked from person to person, saying nothing more. Finally, I decided, Oookaaay. Before I feel anymore dejected, I'm leaving. Everybody is talking around me like I don't exist. They don't have any food here that I can eat anyway, I reasoned. What was I thinking coming here? I don't even know these people. They don't know me. They don't want to know me. I caught myself in my negative self-talk before I spiraled down any further. Why do I care what they think or how they feel about me anyway? Who are they? Pfft! I looked at Shea. She was actually enjoying herself with these people. I shrugged. To each her own. I'll catch up with Shea later. I was on my way to standing up.

"So, Zee, what have you been up to?" asked Kelly, another line sister, who was actually pretty neutral toward me. "What exactly do you do for a living?" So much for getting out of here unnoticed. I settled back down in my chair. "Well, I teach yoga and nutrition classes, and post poses, recipes, and other tips for healthy living online." Hmm, that didn't sound too bad. Teaching classes is leading, and it takes a lot of work. It's my way of serving and uplifting others. Why was I downplaying myself in my mind?

"Really?!" Kelly said with a lift in her voice. "I've always wanted to do that! I'm so sick of my accounting job. I love to run. I'm into the whole science of exercise. I want to do and share something that revolves around healthy living, too." What? Kelly Pierce, the straight-laced numbers gal, wants to quit her job and run? Is this what I'm hearing? "Oh, really?! That sounds cool," I said as I repositioned myself better in my chair I was halfway into vacating only a minute earlier. "I worked as an engineer for years, then gradually got into making video blogs, or Vlogs, and sharing what I do to maintain balance in my life. After a while, I gained a lot of followers on social media, and I started generating income. So I decided to leave my corporate job." "Wow! Here I was thinking that you were this hapless dreamer that didn't have her life together. No offense. That's truly amazing though!" Kelly said as she beamed with sincerity. "We should keep in touch."

Once again, everyone stared in my direction, but now they seemed intrigued. For the first time, I felt something I could relate to with these women— that sense of knowing that more exists to a career than prestige and money but feeling stuck in a hard-earned job. Many of them are likely right now in the same spot I was five years ago: trying to figure out how to do meaningful, paid work that speaks to your soul that used your natural talents. To think that I, Zee Mavis, had advice to offer them, and they were actually receptive to it, warmed my heart.

The rest of dinner went surprisingly well. One of my Sorors put in a special request with the chef so that I would have something vegan to eat. And, man, it was delicious! I finally felt like myself again. I was really glad I was here. I didn't realize how much I wanted to be liked and accepted until today. I found that once I let go of that want, I felt free of whatever judgments were thrown my way. Generally, I'm guarded until I feel safe; I open up once I feel accepted. It was easy to be open with my followers on social media. They were the ones who were seeking me out and thus, readily accepting of me. Though one would think automatic acceptance occurs upon joining a sorority, that's not always the case. Relationships take work, even in a sorority.

And now that my Sorors have gotten to know me, they've accepted me too. But the most important thing is that I've accepted myself. Realizing this truth helps keep my social anxiety in check. I was honestly looking forward to spending more time with my sisters tomorrow. And who knows: Maybe I'll catch the bouquet!

Let's Discuss

- Do you think Soror Zee's pledge experience affects her relationship with her line sisters?
- Do you think Soror Zee's pledge process makes her less likely to affiliate with an alumnae chapter?
- What could Soror Shea have done to help Soror Zee become engaged with a local chapter.
- Soror Kelley appears to be an integral part of bridging the gap with Soror Zee? What did she do?

We've given you a few examples of how you can take ownership in getting to know your sisters. Over the next 30 days, what will you do different to ensure you really get to know two chapter members.

Appendix

Take Home Exercise: See Appendix

Write a positive personal affirmation to yourself. Detach and insert in a self-addressed envelope to your address. Give it to the facilitator at the end of the session, and she will have to the chapter president who will periodically drop the affirmations in the mail to you throughout the year.

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