



# Delta Sigma Theta Sorority , Inc.

## National Leadership Academy

### Delta Internal Development Sisterhood Workshop Participant Manual



## Overview

The Participant Guide is designed as an aid for participants to use as you prepare for the workshop and throughout the Delta Internal Development (DID). Upon completion it also will serve as your guide for private reflection.

Your Sisterhood DID workshop is approximately 2 hours. We encourage you to be fully engaged by participating in the discussions, taking notes in your participant guide, and by staying engaged in group exercises.

The objective of this workshop is to strengthen the bond of sisterhood and maintain healthy relationships by exploring the concepts of empathy and the importance of communication and interpersonal connections.

The workshop is divided into six modules:

- I. Sisterhood-Competitive Advantage
- II. A Culture of Sisterhood
- III. Maintaining Healthy Relationships:
  - Affirmation
- IV. Principles of Working Together
  - Affirmation
  - Four Agreements
- V. Creating a Warm and Engaging Environment
  - Empathy
- VI. The Sisterhood Action Plan-
  - Culminating Activity-My Sisterhood Commitment

## Virtual Workshop Ground Rules and Tips

### Before the Workshop

- Make sure you have the latest version of Zoom downloaded to your device.
- Ensure that your Zoom Profile has your first and last name. (<https://support.zoom.us/hc/en-us/articles/201363203-Customizing-your-Profile>).
  - You can also change your name during a Zoom meeting by opening the Participants window. The “More” button will reveal the option to “Rename” and “Edit Profile Picture”
- Upload a profile picture. In case you have to stop showing your video due to Internet issues, others will be able to see your picture when you are speaking.
- Log-in your Zoom account before opening the link for the workshop.

### During the Workshop

1. Mute your microphone.
2. Be mindful of background noise
3. Keep your camera on throughout the workshop
4. Limit Distractions and multi-tasking
5. Questions? -Use the “raise your hand” feature and wait to be recognized
6. Be concise when speaking
7. Use the chat feature to ask questions
8. Select speaker view for most activities, unless stated otherwise.
9. Have your workshop materials nearby
- 10 Complete the attendance activities during the workshop

# Sisterhood As A Competitive Advantage

## Activity I – My Definition of Sisterhood



### Dictionary Definiton

The feeling of kinship with and closeness to a group of women. An association, society, or community of women linked by a common interest, religion, or trade.

### Delta Defintion

Sisterhood is the affection and loyalty of one female to another. It is the feeling of shared interest and support. Sisterhood is an unbreakable bond between women who are linked by a common interest.

## **Activity 2 – Your Chapter’s Culture**

**What are Sisterly Behaviors?**

**How are Sisterly Behaviors Rewarded?**

**How are Sisterly Behaviors Punished?**



**What are Unsisterly Behaviors**

**How are Unsisterly Behaviors Rewarded?**

**How are Unsisterly Behaviors Punished?**

## Activity 3-Healthy Relationships in Your Chapter

**Five Traits of Healthy Relationships.** Think about a relationship you are involved in in your chapter and relate these questions to those relationships and answer the following questions, be descriptive.

### Communication:

Do both people listen to each other?

Can they talk about what is personally important?

Can they talk through disagreements and compromise?

### Trust

Do both people feel safe around each other?

Are they honest with each other?

Do they believe each other?

## **Equality**

Is the relationship a balance of give and take?

Do they view each other as equal?

## **Respect**

Is each person being treated fairly by the other?

## **Freedom**

Do both people feel that they are able to make choices for themselves?

Is each free to make decisions without fear of the other's reaction?

## Five Characteristics of Healthy Relationships

1. **Communicate**, communicate, communicate – find ways to talk about who you are and how you're changing ; talk about what you want and need from your chapter; be honest and talk about your strengths and weaknesses; talk about what you see and know.
2. **Listen** with your ears, heart and soul. Never use what you hear as a weapon or tool for dishonorable intentions! Be willing to hear something new about the other person.
3. **Stay present** in your relationships, mentally, emotionally, physically and spiritually. Don't allow outside interest take your heart and soul away from Delta Sigma Theta.
4. **Have a pleasant disposition** and happy outlook, be cheerful and be willing and open to have fun; be loving; be excited to spend time with the other person; make time for others because you want to and not because you have to.
5. **Stand by and with each other**; Stand for each other. Sometimes disagreements are an attest of your love and commitment to the relationship.

A two-way information sharing process which involves one party sending a message that is easily understood by the receiving party.

### Factors that enhance effective communication

- Active listening
- Simplicity
- Straight forwardness
- Feedback
- Speaking, clearly/articulation.
- Knowledge of the receiver / audience
- Speed and sequence of speech
- Relationship between the sender and the receiver

<https://www.wikihow.com/Build-Healthy-Interpersonal-Relationships>

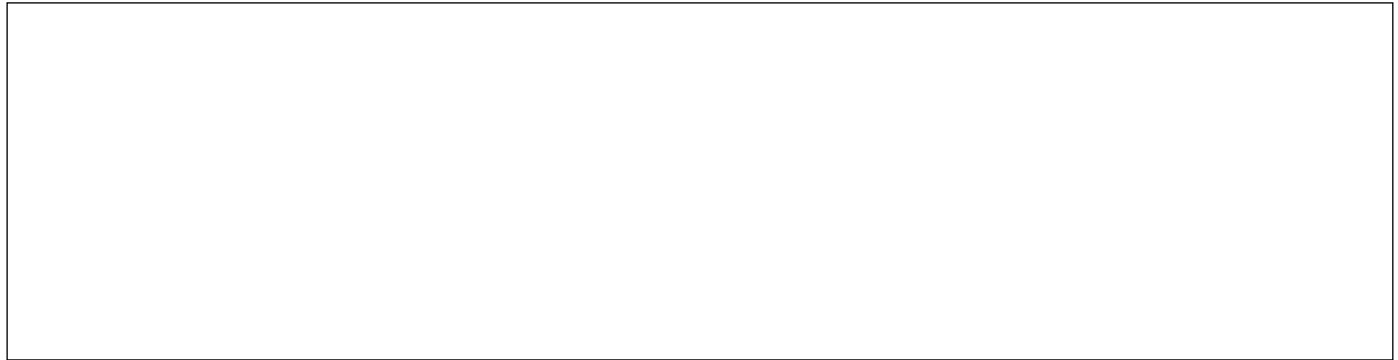


## **Affirmation**

**I honor the place in you where the entire universe resides**

**I honor the place in you of love, of light, of truth and of peace**

**I honor the place within you where, if you are in that place in you and I am in that place in me,  
there is only ONE of us**



## **The Four Agreements by Don Miguel Ruiz**

### **1. Be Impeccable With Your Word**

### **2. Don't Take Anything Personal**

### **3. Don't Make Assumptions**

### **4. Always Do Your Best**

## Check Your Knowledge

Match the statement one of the following words:

Sympathy, Pity, Empathy, Compassion

A. I care about your suffering

B. I feel your suffering

C. I acknowledge your suffering

D. I want to relieve your suffering

## Empathy Defined

Write a brief definition of empathy?

## Activity 4 -Empathy In Practice

How will you demonstrate empathy with your sister?

Soror A ran for chapter president for the second time and lost by two votes.

Soror B is having financial difficulty and is unable to remain financial for the ensuing sorority year.

Soror C's daughter did not receive the majority chapter vote during the election for new members.

## Homework - "How Empathetic Are you?"



### Take The Quiz

1. I easily feel sad when the people around me feel sad.
  - Strongly Disagree
  - Disagree
  - Neutral
  - Agree
  - Strongly Agree
2. Before criticizing somebody, I try to imagine how I would feel if I were in his/her place.
  - Strongly Disagree
  - Disagree
  - Neutral
  - Agree
  - Strongly Agree
3. It is difficult for me to understand what makes my friends happy.
  - Strongly Disagree
  - Disagree
  - Neutral
  - Agree
  - Strongly Agree

[https://greatergood.berkeley.edu/quizzes/take\\_quiz/empathy](https://greatergood.berkeley.edu/quizzes/take_quiz/empathy)

## Activity 5 -My Sisterhood Commitment

- To promote healthy relationships I will ...

- I will demonstrate empathy by ...

- I will eliminate communication barriers by ...