Strategy 3: Learning Community Initiatives – Personal/Professional Challenges

Facilitator(s): Resident Mentors

Date (When Lesson Takes Place): January – Week 5

Target Audience(s): Floor communities

Community Involved: All

Rationale/Purpose:
The purpose of this Community Gathering is to bring residents back together after Winter Break and help them identify personal and professional goals for the spring semester and their academic career. Residents will also reflect on their past experience to guide them throughout this community gathering.

University Housing Learning Outcomes:

Awareness of Self Learning Goal 4 – Recognize how leadership experiences support personal goals
- **Tier 1** - Identify personal goals and potential leadership opportunities.
- **Tier 2** - Pursue and participate in leadership experiences to aid in the fulfillment of personal goals

Awareness of Self Learning Goal 5 - Recognize how leadership experiences support professional goals
- **Tier 1** - Identify professional goals and potential leadership opportunities.
- **Tier 2** - Pursue and participate in leadership experiences to aid in the fulfillment of professional goals

Materials/Preparation:
- Materials for social activity afterwards
- List of upcoming events/initiatives
- Materials needed to create advertising
- Index cards and pens for the “Muddiest Point” exercise
- Card Swipe Machine
- Index cards and pens for personal/professional goal exercise (100 pack)

Facilitator Guide

1. **Before the Community Gathering:**
   a. Gather the materials listed above. Crafting resources can be accessed via the University Housing Resource Room located on the Garden Level of Patterson Hall.
   b. Touch base with your supervisor to:
      i. Gather important updates that need to be shared.
      ii. Discuss any purchases or funds that will be used for the community gathering.
      iii. *If applicable:* Discuss with your co-RM(s) how the community gathering will be executed (individually or jointly).
   c. Create a list of upcoming events/initiatives to share with the floor.
   d. Develop an innovative and engaging advertisement to publicize your community gathering. This can be anything from digital media, fliers, door clings/hangers, post-it notes, etc.

2. **During the Community Gathering:**
   a. **Part 1:** Welcome Back & Ice Breaker
      i. Welcome all the residents back and introduce any new residents/staff.
      ii. *Icebreaker:*
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1. Have all the residents pair up with each other to talk about their Winter Break and any fun activities that they did.
2. After the allotted time, gather the residents back together and have each partner briefly mention what their partner did over the break.

3. Thank the residents for participating and transition into the Personal/Professional Challenge Activity.

b. Part 2: Personal/Professional Challenge Activity
   i. Hand out one index card and one pen to each resident.
      1. Have the residents write their first and last name at the top of the index card.
      2. Then, have the residents write “Professional” on one side of the index card and “Personal” on the other side of the index card.
      3. Then, have them write 1 - 2 - 3 (as seen below):
   ii. Once every resident has labeled their card, start with the Professional side. Ask the residents to write down three Professional Goals (Resolutions) for the upcoming semester.
      1. Work on the Professional side of the card and write down three goals you would like to achieve in order to enhance your professional experience this semester. This could be… find a mentor in the field you are studying…shadow a person in your ‘dream job’… look up and apply for summer internships…etc.
         a. Give the residents 5-7 minutes to come up with their three professional goals.
         b. After the residents have completed their cards – ask the residents what some of their professional goals are and how they plan to fulfill these goals.
            i. Let the residents speak out – be patient and give them some time to work up the courage to speak.
            ii. If you see commonalities between residents’ goals – link them together after the meeting.
   iii. Once every resident has completed their Professional side of the card, have them flip the card over to the Personal side. Ask the residents to write down three Personal Goals (Resolutions) for the upcoming semester.
      1. Work on the Personal side of the card now and write down three goals you would like to achieve in order to enhance your development this semester. With a new year started, figure out what you would like to individually focus on. This could
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be…attend Strom Group classes twice a week…Earn a 4.0 G.P.A. this semester…attend ACE/SI sessions…learn how to cook…etc.

a. Give the residents 5-7 minutes to come up with their three personal goals.
b. If the resident appear stuck, suggest the following topics:
   i. Balance – life skills, time management, organization, etc.
   ii. Wellness – health and physical, mental, social fitness, etc.
   iii. Goals – adventure, travel, new experiences, getting involved, etc.
   iv. Attitudes – personal views and beliefs, service to others, etc.
   v. Success – overcoming a fear, academics, work effort, motivation, etc.
   vi. Potential – learning a new skill, talent, language, etc.
   vii. Legacy – leadership in different organizations, etc.
c. After the residents have completed their cards – ask the residents what some of their personal goals are and how they plan to fulfill these goals.
   i. Let the residents speak out – be patient and give them some time to work up the courage to speak.
   ii. If you see commonalities between residents’ goals – link them together after the meeting.

d. After the residents share what they wrote down, collect all the cards. Once the cards are collected:
   1. Explain that they are at the half-way point of the academic year.
   2. Congratulate them and explain that setting goals are important for their success as a person and as a student.
      a. As Henry Davis Thoreau said, “What you get by achieving your goals is not as important as what you become by achieving your goals.”
   3. Explain that you will be keeping these cards to check in on them and hold them accountable for reaching these goals.
   4. Talk about holding each other accountable as a hall and the importance to check in and support one another.

c. Part 3: Hall Updates
   i. Provide residents with any important updates that are/will be occurring in the hall.
      1. Upcoming events and building initiatives:
         a. Community-wide, LLC specific, CET, Hall Government, etc.
      2. Date and time range of next community gathering.
      3. Important building updates from your supervisor.
d. Part 4: Muddiest Point Exercise
   i. Hand out one index card to each resident.
   ii. Explain the purpose of each side of the card:
      1. Side 1: What is your muddiest point from today’s community gathering? This is the side where residents can ask for a clarification or a question that was sparked from the community gathering.
      2. Side 2: What was your biggest take-away from today’s community gathering?
   iii. Collect the index cards and create a word document with the questions and take-aways for your supervisor. Answers to questions can be emailed out to residents after the meeting.
e. Part 5: Social Activity
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i. This is a chance for you to use your RM community development funds. A list of appropriate activities is listed below, but it is not comprehensive. If you want to something that isn’t on this list, it must be pre-approved by your supervisor.
   1. Baking cookies/cupcakes/brownies for your residents and allowing them to mingle on the floor.
   2. Floor Dinner
      a. Example: Ordering pizza/other foods for a meal.
   3. Take your students to Yoghut, Russell House, etc. as a floor outing.

3. After the Community Gathering:
   a. Meet with your RLC/ARLC and creatively determine how to record the residents’ personal challenges.
      o Option 1 - Create a floor visual/bulletin board with a selection of the main goals. Stay away from putting individual resident’s names next to goals.
      o Option 2 - Create a spreadsheet and follow up with residents during A-Chats.
   b. Follow up with residents throughout the semester to see how their progress is going with their personal/professional challenges throughout the semester.
   c. Residents can report to RM s if they have accomplished their personal/professional challenges by the end of the semester.
      o For the residents that have completed and accomplished their personal/professional challenges – the RM can provide a gift or recognition.
   d. Process the “Muddiest Point” index cards by synthesizing common themes and answering questions that are still lingering on the floor. Send any major themes to your supervisor via email.
   e. Submit an Interaction Form.

Assessment:
1. “Muddiest Point” assessment exercise.
2. Interaction Form.