THE INDUCTION PRINCIPLES

Session Length: 50 Minutes

Learning objectives:
- To review the Inductions Process
- To understand the Ten Inductions Principles and how they apply to the Inductions Process

Required Materials:
- TV and DVD Player
- Flipchart and Markers
- Handouts
- King of the Hill - "Order of the Straight Arrow" Season 1 DVD, Episode 3

TRAINER PREPARATION

Type of Trainer
This session should be trained by a youth familiar with the Inductions Process and the principles that guide them. The trainer should be energetic and able to engage the group for all fifty minutes.

Trainer Preparation
Before beginning the session, check the TV and VCR and make sure the video clips are queued to the right place. Also set up the flip charts and paper. Also, on a blank piece of flipchart paper, the trainer should place his name and contact information.

SESSION NARRATIVE

Opening: 5 Minutes
To begin the session, introduce yourself to the group, placing emphasis on your inductions experience. Present the group with an overview of what you will be discussing during your session, offering a brief explanation of each item as you review it. Those items are:
- The Inductions Sequence
- The “Center of the Inductions Sequence”
- The Ten Induction Principles

The Inductions Sequence: 5 Minutes
The Inductions Process is the process through which Scouts and Scouters become members of the Order of the Arrow. The inductions process includes the following steps:
- Election
- Call Out
- Pre-Ordeal Ceremony
- Four Tests of the Ordeal
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- Ordeal Ceremony
- Post-Ordeal / JumpStart
- Obligation Development (“Journey to Brotherhood”)
- Brotherhood Membership

As each step of the Inductions Sequence is presented, a brief explanation of each should be offered. Make it clear that only the Pre-Ordeal Ceremony, Four Tests of the Ordeal, Ordeal Ceremony, and Post-Ordeal / JumpStart are included in an Ordeal event. The candidate’s guides on this journey are the Spirit of the Arrow booklets. The booklets, which run from immediately after unit election up until after the Brotherhood ceremony, should be used to effectively administer the Inductions Sequence.

The Center of the Inductions Sequence: 10 Minutes

At this time, pose a question to the group: “who is the most important part of the Inductions Sequence?” Answers will vary from vice-chief of inductions to ordeal masters to the lodge executive committee. At this point, reveal a flipchart with the words: THE CANDIDATE. It needs to be abundantly clear that the point of conducting inductions is not to benefit the lodge, but to see the candidate grow and gain a deeper understanding of himself through the Order of the Arrow.

You will show the group a video clip from the television show King of the Hill. To set up this clip, explain that Hank Hill and his friends have decided to induct their son’s scout group into a secret society known as The Order of the Straight Arrow. Ask participants to watch the clip, paying attention to how the candidate is treated.


After watching the clip, participants should be able to see that in this case, the candidates don’t seem to be the center of the Ordeal. Rather, the adults seem to be administering this induction for their own entertainment. Ask for examples of how the candidates are used for “member” entertainment. Primary examples will probably include Hank tricking the boys so he can eat part of their “silent stick” and Boomhauer mooning the boys from the other car.

Ten Induction Principles: 25 Minutes

The purpose of the Ten Induction Principles is to guide each step of the Inductions Process. Any question on administration of the inductions process can simply be addressed by consultation with the ten induction principles. Think of them as TIPs on how to conduct effective inductions. Revealing a flipchart listing each of the Ten Induction Principles and ask candidates to think about what each may mean. Also, roll the video clip. In this clip, Hank and the other adults send the boys on the “tests of their Ordeal,” the most notable of which is a wild snipe hunt. Ask participants to make some notes while the video plays of how these tests play out.


After the video completes, distribute the handout on the Ten Induction Principles. Go through the handout, reading the official explanation of each principle (the Ten Induction Principles may be found on pages 14-15 of the Order of the Arrow Handbook).
Principle 1 - Purpose
The purpose of the induction is to encourage and inspire each candidate to develop firm individual
dedication to the ideals of Brotherhood and cheerful service.

Principle 2 - Eligibility
The right to earn Ordeal and Brotherhood membership is given only by the Scouts of a candidate's unit
during an authorized Order of the Arrow unit election. Only the candidate himself can overrule their
decision.

*** Principle 3 - Candidates Compliance ***
The candidate has the continuous choice of meeting the tests of the Ordeal to the best of his ability or of
withdrawing.

*** Principle 4 Members’ Compliance ***
All members participating in the induction must respect and comply with the tests of the Ordeal, to the
extent allowed by their responsibilities.

*** Principle 5 – Discretion ***
In cases where the strict application of the tests and requirements of the Induction is not possible, the
lodge may choose an alternative that will best preserve the spirit of the induction, and the quality of the
candidates' experience.

Principle 6 - Importance of the Individual
All actions and procedures must recognize the worth, dignity, and separate identity of the individual and
his present or potential ability to govern himself.

Principle 7 - Generosity
The attitude of members toward the candidate must be one of acceptance, respect, understanding,
sincerity, friendly encouragement, support and trust.

Principle 8 - Focus
Everything in the lodge-created environment must direct the candidate to the central meaning of the
induction, and not distract him from it.

*** Principle 9 - Symbolic Progression ***
No symbol or symbolic procedure should be mentioned or used unless and until it is called for in the
authorized ceremonies.

Principle 10 - Active Membership
Lodge policy must recognize that one who understands the Obligation of the Order and is striving to fulfill
it is an active member, and that his dedication in itself accomplishes the major service of the lodge.

After completing a read-through, go back and begin a special focus on those marked with an asterisk:
Candidate’s Compliance, Member’s Compliance, Discretion and Symbolic Progression. Use the King of
the Hill clip to help explain these principles. Each of these four principles leave the most room for
interpretation by the lodge, and when doing so, THE CANDIDATE should always be placed at the
forefront of interpretation and discussion. End the discussion of these four principles by coming back to
the importance of the candidate, and then roll into the next video clip.


As is evidence in this video clip, when the candidate is placed at the forefront of the Induction, his
experience becomes rewarding and worthwhile, despite whatever other botches may have occurred
during the actual administration of the process itself.
Conclusion: 5 Minutes

To wrap up the session, offer to take any questions. Once you’ve answered any questions that may come up, show one last clip, setting it up by simply saying that the effect of the Inductions Sequence, when administered correctly, is life changing and profound.