

TOOLS FOR THE JOURNEY

Empowering Masonic Leaders

Duane A Kemerley
INTUITIVE OPTIONS

The Tie That Binds

How Members Bond & Intervening in the Dropout Track

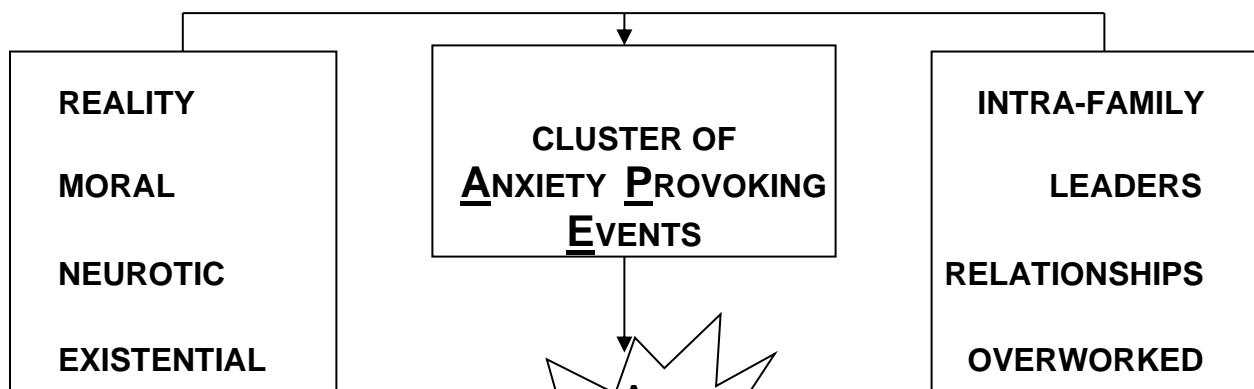
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How members bond to an organization:

- 1. Shared beliefs and ideas;**
- 2. Personal friends;**
- 3. Involvement in small groups.**

THE DROPOUT TRACKS



Types of Anxiety

Sources of Anxiety

ANGER

HOPELESSNESS
Loss of Bonding

HELPLESSNESS
Loss of Bonding

AVOIDS CONTACT WITH LEADERS
LEAVES DUTIES AND RESPONSIBILITIES UNDONE
ATTENDS, BUT WITHDRAWS FROM PARTICIPATION
STOPS ATTENDING REGULAR MEETINGS
STOPS ATTENDING SPECIAL MEETINGS
AVOIDS CONTACT WITH THE ORGANIZATION
“I QUIT” / STOPS PAYING DUES

WAITS 3-4 MONTHS

NO ACTIVITY – DROPPED OUT

WAITS 3-4 MONTHS

SEALS OFF PAIN

REINVESTMENT

SEALS OFF PAIN

BOREDOM

INTERNAL BLAME

APATHY

EXTERNAL BLAME