

### *10:45 - 11:00 (15 min) Set-up for Solomon's Wheel*

So we have begun to see the importance of values for helping to shape behaviors from a place of character. Now we are going to do an exploration into some of the most important principles in Freemasonry, the Three Tenets and Four Cardinal Virtues. We wanted to start with the Three Tenets and the Four Cardinal Virtues because these principles are the foundation of Freemasonry.

We would like to introduce you to a tool called Solomon's Wheel. It is a ritual to help bring in the wisdom of these values. We are tapping their deep knowledge and understanding of what these principles mean. The Wheel will allow us to more deeply explore these principles and then apply them to some of the challenges you talked about earlier.

Solomon's Wheel can also be used to explore an issue or bring a deeper understanding of how to proceed with a dilemma. It's not going to give you a detailed answer but it will bring some new ideas and insights to the issue.

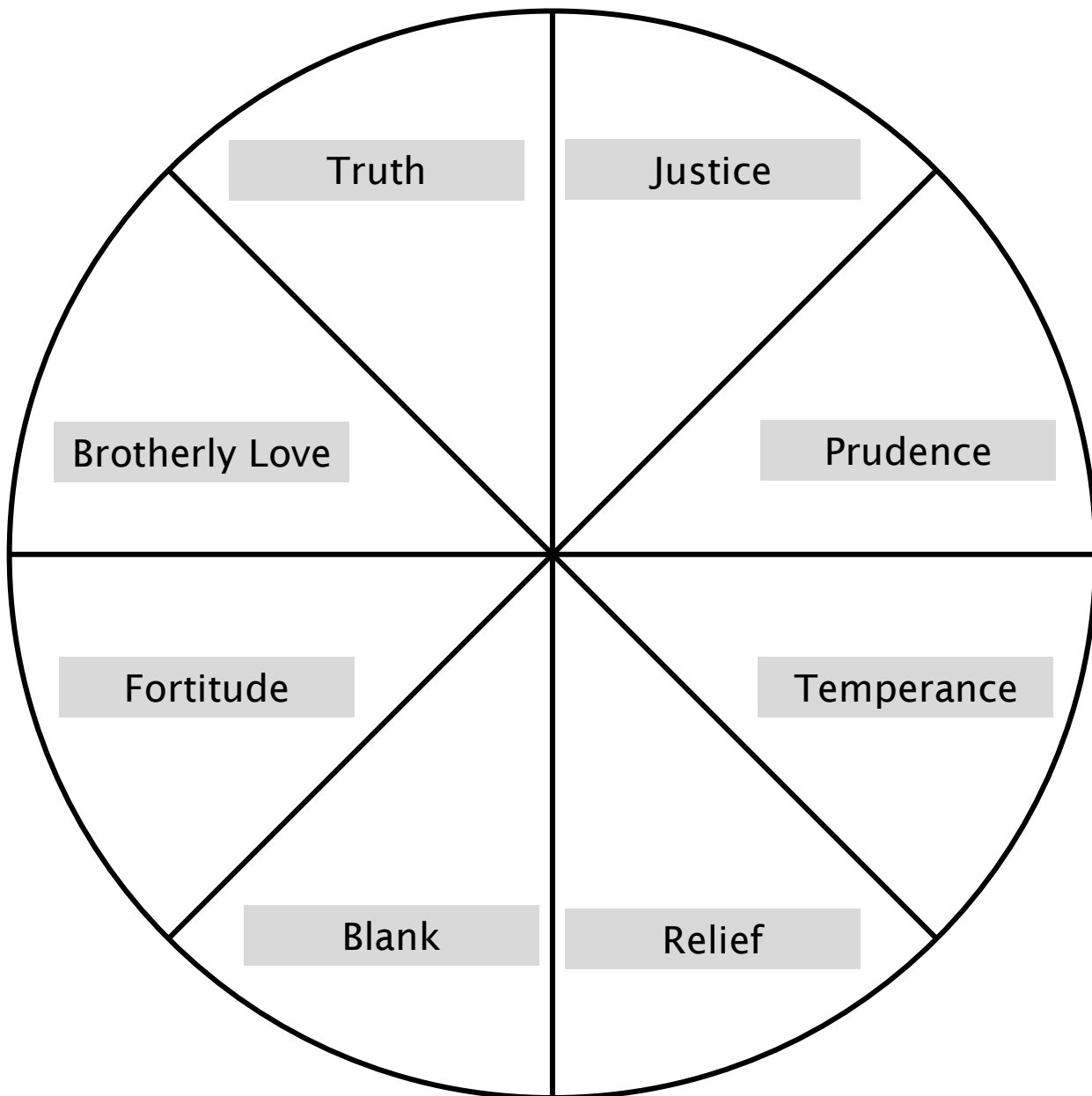
Please bring an open mind and a willingness to engage fully.

Solomon's Wheel is an eight-wedged wheel with a smaller circle in the center.

Place the 3 Tenets and the 4 Cardinal Virtue laminates in the wedges. One wedge will be blank.

The blank wedge is used for the problem solving part of the exercise only- it's not used during the charging of the wheel.

# Solomon's Wheel



- Today we would like to share a tool with you that gets to the heart of values. As we mentioned this morning values are like guiding stars that allow us to “true-up,” to what is important to us as leaders. Leaders live a value driven life.
- The values we will be working with are the 3 Tenets: Brotherly Love, Truth and Relief; and the 4 Cardinal Virtues: Prudence, Justice, Temperance and Fortitude.

- The Solomon's Wheel is a ritual tool that allows us to connect deeply with the wisdom of that principle/value and apply it to a specific situation.
- When you step into a value wedge, you are stepping into a room that is filled with that value- (*act this out- it's a bit of induction theater.*) Let the value inform them. Without exploration, values are just words. Solomon's Wheel allows us to explore that value physically, emotionally and cognitively.
- Different values may mean different things to people so you may not all agree on what a particular value means. However, this is not about nailing down the meaning of the value- it is about the conversation and learning from listening to one another.
- Once we have spent some time exploring the 3 Tenets and 4 Cardinal Virtues we will use Solomon's Wheel as a problem solving tool to bring insight into real life situations.
- We'd like you to bring an open mind and willingness to engage, and have some fun!

### *11:00 - 11:05 (5 min) Charge the Wheel*

#### **The Lens**

- Let the participants know that it is useful to have a context for the values as they change somewhat with situation. We are starting with a very general Lens. What do these values mean in the context of your role as an Inspector? Values have different meanings depending on the context. For example, Prudence might mean one thing in with your wife and another thing at work. Here we want you to think about each value in terms of what it broadly means as you do your work as an Inspector.
- Explain that the blank wedge will be used to bring in a value of their choice at a later time.
- Now have them Walk the Wheel and think about what each of the values mean within the context of being a Leader.

### *11:05 - 11:15 (10 min) Exploring a Value*

Have the participants choose one value to explore further and have at least two people standing in each value. No one should be in the blank- that will be used later.

Without words, have each value group create a gesture or movement that expresses that value and then spend a little time defining it.

### *11:15 - 11:30 (15 min) Show and Tell*

Have each value group share first the gesture and then a few defining words with the larger group. It is critical that the participants define the values for themselves if Solomon's Wheel is to be alive for them. Keep this section moving- it isn't necessary to have everyone else repeat each gesture.

### *11:30 - 11:40 (10 min) Strengths and Challenges*

#### **Explore Solomon's Wheel using powerful questions.**

- Which value is your biggest strength? Go stand in it. Hear from a few people about why that one is their strength.
- Which one is your greatest challenge? Go stand in it. Hear from a few people about why it's their challenge.

### *11:40 - 11:50 (10 min) Set-up and Demonstration*

#### **Apply Solomon's Wheel to a Leadership Issue**

- Once the Wheel is charged, you can also use it as an insight tool. In this case, place a leadership issue in the center of the wheel (in your imagination) and use Solomon's Wheel to help you think about the issue.
- Have the participants walk the wheel in Peer Coaching Pairs and find out how the different values inform that issue. Let them know that this works best with a relationship issue, for example how to work skillfully with a member of a troubled lodge, rather than say an issue you're having with the books.
- Ask everyone to take a moment and think of a leadership issue they are working with as an Inspector. (If they can't think of one pertaining to their role then let them find one from work/ home etc.) Again it should be an issue involving working with people.
- Do a brief demo with a Masonic Facilitator. The Masonic Facilitator should have figured out the issue in advance so you are ready to go.
  - What's the leadership issue in one or two sentences?
  - Which of the values would you like to explore to see what it might have to offer you on this issue?
  - Step in and take a few moments to explore.
  - Which one would you like to try next?

- Is there a value that is not currently on Solomon's Wheel that you feel would be helpful with this issue? That is what the blank wedge is for.
- Let them know that Solomon's Wheel will provide general insights and perspectives rather than hard-core solutions.
- Masonic Facilitators will capture insights and solutions on flipcharts to be shared on Sunday on the walls.

### *11:50 - 12:10 (20 min) Apply the Wheel*

#### **Have the Participants Pair Up**

- If your group is not even-numbered have one of the Masonic Facilitators step out.
- They will have 10 minutes apiece. Encourage them to move around the wheel and try at least three values. "Peer coaches your job is to ask questions and be curious- don't give advice."
- Eight minutes into the first coaching, stop the coaching and tell them to pick one value from which to make an action step. "If you were to take a small action step from this value as a result of this work, what would it be?"
- Switch roles and repeat.

### *12:10 – 12:20 (10 min) Debrief in Break-out Groups*

- What was it like to work on Solomon's Wheel?
- What did you learn?