

Be a Bully or a Mentor?

Hazing, Initiation and Mentorship

Initiation rituals and hazing are the same thing.

Hazing is an abuse of power. It says, "I can put you down because I'm bigger/older/more experienced/stronger."

Mentoring is a sharing of power. It says, "I am older/more experienced/wiser and, therefore, I can work with you to make us both more effective."

Hazing is a deliberate choice to intimidate, ridicule or embarrass another person. It does not build character; it builds resentment.

Mentoring is a choice to guide, advise and assist another person. It is a sign of true leadership. It builds loyalty and promotes unity in the group.

Whether speaking of hazing or mentoring, the most often heard comment is, "It was done to me when I was new."

Hazing thrives on secrecy and lies. Those who participate, both the victims and the bullies, are often "sworn to secrecy"; fear of someone in authority finding out is a good sign that the action is not honorable.

Mentoring is visible and honest. Mentors lead by example and are not afraid to act as role models for others.

You can put "mentor" on a resume as an example of leadership. Hazing....not likely.

Hazing creates division in a group. Relationships cannot be built in an atmosphere of fear, mistrust and embarrassment.

Mentorship builds unity for the present and the future. It fosters mutual respect, shared goals, and future leadership. A mentor truly desires to build for a stronger team when he/she is no longer there.

Hazing is about individual egos or about getting revenge or "proving" oneself to be "the boss".

Mentoring is about the community or about building for the future, respecting others, and fostering positive relationships.

Hazing is not tolerated in the community of CCH. There will be punitive consequences.

Mentoring is encouraged, respected, acknowledged and rewarded.

Teach me Goodness, Discipline, Knowledge