

Peter Clark
MBA

Amanda Bickerstaff
M App Sc (Psych Coach)



Rotary Values



THE FOUR WAY TEST

- Is it the **TRUTH**?
- Is it **FAIR** to all concerned?
- Does it promote **GOOD WILL** and better **FRIENDSHIP**?
- Will it be **BENEFICIAL** to all concerned?



HISTORY OF THE 4-WAY TEST

- The VALUES of ROTARY are enshrined in the 4-WAY TEST.
- Gifted to Herbert Taylor in July 1932.
- TEST of the things we THINK, SAY or DO.
- Potential to CHANGE our lives and the lives of others.
- SIMPLE guide to building relationships.
- It remains VALID and RELEVANT today.



THE FOUR WAY TEST

Let's recite.....

- Is it the **TRUTH**?
- Is it **FAIR** to all concerned?
- Does it promote **GOOD WILL** and better **FRIENDSHIP**?
- Will it be **BENEFICIAL** to all concerned?



THE FOUR WAY TEST

Set Expectations

Set of Criteria

Define
Behaviours

- Is it the **truth**?
- Is it **fair** to all concerned?
- Does it promote **good will** and better **friendship**?
- Will it be **beneficial** to all concerned?

Need to be
kept alive
&
lived

Set
Boundaries

Guide decisions



EXERCISE

Part 1.

Work in teams of three.

Each person describe a behaviour they have witnessed that is not consistent with the 4-WAY Test.
(without names)

Choose one example to work with.

Part 2.

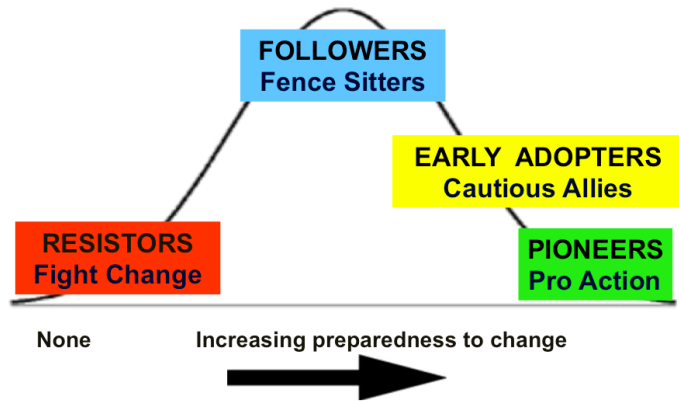
Develop a strategy to address this behaviour.

What would you say to the person/s involved?

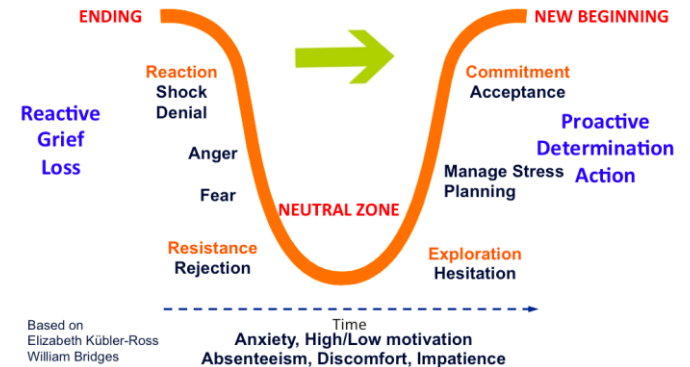


MANAGING CHANGE

IMPACT OF CHANGE



PHASES OF CHANGE



TRANSTHEORETICAL MODEL OF CHANGE

Prochaska and DiClemente



ACTION

**What do you commit to do to ensure the 4-Way Test
is the foundation stone of building relationships
in your club and your community?**

