

25 WAYS TO BOOST MEMBER MOTIVATION

(adapted from an article in Delta Tau Delta's magazine)

- 1- Permanently discontinue your use of words like "I" "me" and "my" and replace them with words like "we" "us" and "our". For example, don't say "I think this needs to happen," and ask "What sort of things do you think we should do?"
- 2- Take time to write little notes of thanks whenever someone does something for the benefit of the group. It doesn't matter if you wish they had done more! Take the time to recognize the little contributions because they add up to a lot of time saved for you! Mail these notes to people, they love the mail.
- 3- Ask someone else to lead the next meeting. Sure, you are the president, but become a "regular member" for one night and give someone else a taste of the big chair. Support that person in this temporary role.
- 4- Give people meaningful work. If you always ask people to do the nuisance jobs you don't want, they won't be motivated to do things for you. Take a chance. Give a crucial role to someone you've never delegated to before.
- 5- Never take the credit (give that to your fellow members) when things go right, but always take the blame when things go wrong. That's the mark of a humble leader.
- 6- Invite a key member out to dinner. Don't talk business, just have fun. You need to spend the time to maintain those personal relationships with people.
- 7- Have a "seniors appreciation night" mid-way through the year to recognize those seniors who are staying involved in their final year.
- 8- When a member misses a meeting, ask that person if he would host an executive meeting the next week in his apartment, room, etc.
- 9- Don't hold your next meeting in a stuffy meeting room. Do it in a Pizza Hut, or in a McDonald's, or some other fun location. Make things a little more casual. You'll be surprised how much you can get done when people are relaxed and having fun together.
- 10- Buy a few bags of bite-sized candies, or a bunch of Jolly Ranchers, and bring them to your next meeting. Whenever someone makes a positive comment or contributes to the meeting, give him a piece of candy. If you have some left over at the end of the meeting, ask people to say nice things about others around the room. If Kevin says something nice about Tom, then Tom gets a piece of candy, and so forth.
- 11- Be sure everyone in your group is doing something at all times. Is every person involved in a meaningful way in some activity the group is doing?
- 12- Ask members to visit other campus organizations as your liaison. Maybe you don't have time to sit in on all student government meetings, but that's a

great liaison responsibility for an up-and-coming new member. It earns respect for your group, and it gets a new person involved in a meaningful way. Before you start a meeting, pass the gavel around the room and give everyone a minute or two to say what's on their mind, something significant that's happened to them this week, a favorite new joke, whatever. People like to hear themselves talk.

14- Put a classified ad in your student newspaper every week, thanking a member who has made a contribution to the organization.

15- Be sure that for every serious topic on your meeting agenda there is at least one fun topic.

16- Don't always do serious depressing programs. Do some fun things, even if the educational message is a lighter one. Go for a few of the crazy, silly ideas. Those are the things that people remember.

17- Always, always, always bring a camera to your events. Get photos of your people doing good things. Then get double prints and give the extras to the people. They will put them up in their rooms, give them to friends, etc. You can also send the photos in to the *Quarterly* or your campus newspaper.

18- Go to your local businesses and seek out rewards for your best members. Imagine how nice it would be if your chapter president gave you two free tickets to a movie, or tickets to a baseball game, or a coupon for 50% off a dinner, or a free ice cream cone. You'll have to pound the pavement a little and sell area business people on the value of your members' efforts.

When the event is over, talk about it only in positive terms.

19- If the event is a little lower than you had wished, too bad. Don't cry over spilled milk. Concentrate on all the good things that happened and talk about the success you'll experience next time you do it. Talk in terms of improvement, not failure or shortcomings. Remember, no one likes to be associated with a failure!

20- Always work to recruit new members, There's nothing like the enthusiasm of a new member to keep everyone motivated.

21- Pay attention to people's girlfriends. Those people are important to your members, so if your group is going out to dinner, be sure to have them invite their significant others along. Make those significant others feel welcome and included.

22- Send a note to your advisor's supervisor and let that person know how important your advisor's efforts are to the group.

23- Remember birthdays in some small way, a sign on their door, a special dinner, taking over one of their duties for the day, etc.

24- Go to a thrift store and buy a bunch of really terrible ties, then give them as appreciation gifts to all of your members. If you have a really good meeting you might convince everyone to put the ties on and head off on the town.

25- Send as many members as possible to a leadership conference on your campus and outside like Delta Chi's Convention or your Regional Leadership Conference. This sort of training will help people be better leaders in your group.