

Recruitment Questions Asked by PNM's



TechniPhi



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Recruitment Questions Asked by PNMs

It's 100% ok to have questions. Concerns are normal. Joining is an important decision. There's a lot of misinformation out there and no two organizations are the same. Below is a list of sample questions Potential New Members (PNM) might ask before joining.

ACADEMICS

- How many people are in ____ major (your major)?
 - Can you tell me about academic resources?
 - How does the chapter support and reward academic success?
 - How do you balance school work with everything else that you do?
 - What is the chapter's GPA? How does that compare to other chapters?
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SUBSTANCE USE

- Does everyone in the chapter drink?
 - Tell me about the best part of a typical weekend for your chapter.
 - When you get together with another organization, what does that typically look like?
 - What are some of the craziest stories from the last year?
 - Are drugs a thing?
 - Are there any smoking/vaping policies?
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ALUMNI

- Can you tell me about alumni support, networking, and internship opportunities?
 - Do you think you'll stay involved after graduation? Why?
 - When and how do you network with alumni?
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ATHLETICS

- Are playing sports important to people in the chapter?
- Which sports do members participate in?
- I'm on the ____ team. Is the chapter willing to work around my schedule?
- What if sports aren't my thing?

BROTHERHOOD/SISTERHOOD

- What's your best memory as a chapter member?
- Are there any people in the chapter who you aren't friends with or don't know at all?
- Who are the members you spend the most time with? Can I meet them?
- Do you feel close to the people who you joined with or close to the whole chapter?
- Does the chapter force members to do better, or let each person chill and do their own thing?
- Does the chapter support outside friendships, or do I have to just hangout with people in this group?
- What makes someone a great member?
- Have you had any members drop out or quit in the last 2 years? Why did they leave?
- How involved are the seniors?
- Do you feel like everyone in the chapter is best friends or like there's pockets of best friends that make up the chapter?
- What is a big brother / big sister? How are they selected?

CHAPTER

- What's the one thing that you hope never changes about the chapter?
 - What's the one thing you really want to change about the chapter right now?
 - What are the signature events everyone gets most excited for?
 - How does the chapter support you?
 - When are chapter meetings? How long are they? Can new members attend?
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GENERAL

- What are the best parts of being a member?
- What are the downsides? Are there parts that aren't fun?
- Tell me about a time when something went wrong in the chapter. How you dealt with it?
- What are the main differences between this chapter and the others on campus?
- How diverse is the chapter? What does the chapter do to make sure it has an inclusive environment?
- Do you have any advice for me?

HAZING PREVENTION

- Can you explain the full process of becoming a new member? Is it written down somewhere that I can take a closer look?
- What's the craziest thing you make people do to join?
- Is it hard to get in?
- How many new members don't make it through the process?
- Is there anything you require new members to do that the current members don't do too?

HOUSING

- How does housing work?
- Do I have to live in?
- Are there "parlor fees" for living out of the house?
- How many members get single rooms, doubles, other?
- How do roommates and room selection work?
- Who cleans and does repairs?
- Can I get a tour of the house?
- Are there shared showers/bathrooms?
- Are there quiet hours?
- What are the chapter's alcohol/tobacco policies?
- Where, when, and how often do parties happen at the house?
- How does parking work?
- Is there a meal plan?
- What's the process if there's a problem between members or if something breaks?

JOINING

- Why did you decide to join?
- Before you joined, what were the concerns you had about joining? How did you overcome them?
- What did your parents think about you joining? What do they think now?
- How long does it take to become an official member?
- Are there members in the chapter now that you didn't expect to become friends with?
- What are the most important things you look for in a person who wants to join?
- What is a Legacy? What is the policy/process for legacies?
- What is the process to declare interest or receive a bid?
- In hindsight, is there anything you wish someone would have told you before you joined?

LEADING / INVOLVEMENT

- How can a new member contribute to the chapter from day #1?
- What opportunities are there for a new member to be a leader in the chapter?
- How do you think I can help the chapter get better and do more?
- How hard is it to get a leadership role?
- What types of leadership opportunities are there?

MONEY

- How much are dues? Are there increases?
- What are other costs in addition to dues?
- Are there payment plans, scholarships, or other ways to offset fees?
- Does it cost the same amount every year?
- How much does it cost after graduation?

INTER/NATIONAL ORGANIZATION

- What are the benefits and opportunities of being apart of an inter/national fraternity/sorority?
- Do you visit other chapters or meet people from other schools?
- Are there additional policies, rules, requirements from the inter/national fraternity/sorority?
- How does the chapter rank compared to other chapters in the inter/national fraternity/sorority?

PURPOSE

- What's the #1 thing the chapter is trying to achieve?
 - What's the primary purpose of the fraternity/sorority?
 - What is the chapter known for?
 - Tell me about the organization's culture/history
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SECRETS

- What is ritual?
 - I know you can't tell me the ritual, but why is it such a big deal?
 - What parts of the fraternity/sorority are secret? Why?
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SERVICE & PHILANTHROPY

- Is community service an important part of being a member? Which organizations do you serve?
 - Tell me about philanthropy. Where/how do members raise money for charity? Which organizations do you partner with? How much is raised?
 - Is there room for me to share my passion for a specific organization, and will I get support from members to be involved with me?
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SOCIAL

- What do the members do together for fun?
 - What are your favorite social events?
 - Which organizations do you usually pair/mix with?
 - Do new members attend socials just like active members?
 - Has the chapter ever been on social probation?
 - Are members required to go to every social event?
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STEREOTYPES

- I'm not really into _____. How will the members feel about that?
 - I heard _____. Is that true?
 - I don't dress/act like a typical fraternity or sorority member. Is that going to be ok?
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TIME COMMITMENT

- Describe the new member process. What are the time requirements?
 - What's the expectation of a member who wants to stay involved but can't be an officer?
 - Are new members required to spend time at the house, study tables, events...?
 - I'm really busy right now, should I wait a semester/year to join?
 - How many hours per week do you spend doing things for the organization?
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Guide for PNMs

Asking thoughtful questions in an appropriate way shows that you care and that you're giving serious thought to joining. Taking the initiative to ask a member, "Can I ask you some questions," will be well received. Remember, those same members had questions before they joined, too.

Avoid closed-ended questions that are easily answered with yes/no or a one word answer. Instead, ask open-ended questions that invite a longer more thoughtful answer. For example, questions that start with:

WHY
HOW
TELL ME ABOUT
EXPLAIN TO ME
HELP ME UNDERSTAND

Pro Tip: Recruitment is about the people. So, relax. Be curious, generous, authentic, and vulnerable in your conversations. Keep an open mind. Be yourself. Have fun. Make friends. People join people.

You got this!

Guide for Chapters

When a Potential New Member (PNM) has questions, that's a good thing! Thoughtful questions mean that they're thinking about membership and taking the opportunity seriously. The best PNMs often ask a lot of questions (often the hardest questions to answer) because they already have a lot of things going on in their life.

Be patient. Be 100% honest. Be yourself. If you don't know an answer or think someone else can provide a better answer, just say that. Then, you take ownership of helping the PNM get the answer that they're looking for.

Take time with the members to practice. Use role play, flash cards, or open discussion between members. Ask alumni or campus professionals to help. The more prepared you feel the more confident and helpful you'll be answering questions. Using this guide is already a great start!

[Click here for another free resource: Quality Response Guide to the 10 most common objections PNMs have when asked to join.](#)

You probably remember being a PNM. And, you probably have some great advice to offer. Your suggestions will be best received if you stay positive. Keep the conversation focused on the PNM -- avoid anything that might be interpreted as negative about other chapters, the school, the recruitment process, etc.

Ask them lots of questions too! Avoid closed-ended questions that are easily answered with yes/no or a one word answer. Instead, ask open-ended questions that invite a longer more thoughtful answer. For example, questions that start with:

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About Us

Phired Up (along with TechniPhi) delivers **TECHNOLOGY, EDUCATION,** and **STRATEGY** to help transform the way people join fraternities and sororities. Our team of passionate fraternity/sorority professionals are engineers of a growth system that makes fraternities and sororities safer, healthier, and stronger. We want to help every chapter and every potential member feel the impact of that system.

Want to learn more about how we can help your Organization, Community, or Chapter? Visit our website at phiredup.com or click on the link below.

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