**Last Revised: 2014-07-09**

This conversation should be had in a neutral location as your second and/or third meeting once the potential new member (PNM) has stated he has interest in Pi Lambda Phi. This conversation should be held one on one. The role of the staff member is to be a facilitator, instead of a lecturer.

**Introduction Questions**

* *~~“What is your perception of Greek Life here on campus?”~~*
* *“What are you looking for in a fraternity experience?”*

Both questions may have been asked prior to this conversation. You are simply trying to understand what the PNM thinks about the local Greek community and what he generally is looking for out of a fraternal experience.

**Pilam Values**

The purpose of this discussion is to emphasize how Pilam’s Values are lifelong values and focus how they apply during and post college.

Scholarship

* *“How is Scholarship a lifelong value?”*
* *“What does it mean to be a lifelong learner?”*
* personal development

Character

* *“How is Character a lifelong value?”*
* *“When I ask people to describe what it means to be a man of character I get a wide range of answers. A characteristic which most say, and is also a core tenet is to ‘Always Be a Gentleman.’ In your opinion, what does it mean to ‘Always be a Gentlemen’?”*
  + Looking for more than just hold doors for women
* Mean to have good character?
* Actions congruent with values
* 3-5 words that you would want people to describe you as?

Leadership

* *“How is Leadership a lifelong value?”*
* *“What are characteristics or traits of a good leader?”*
* *“Does someone have to be in a position of power, or at the top of the ‘hierarchy pyramid’ to be a leader? Why?”*
  + No because someone can lead with or without a formal position of power
  + first day on the job or the CEO of a multi-million dollar company.

Obedience (Commitment)

* *“How is Obedience a lifelong value?”*
* *“Why is obedience or commitment important to an organization?”*
* *“When was a time that your commitment to a group was challenged, such as a sports team or club? In the end, what did you do?”*
  + Trying to determine if they quit or continued on and why

Financial Responsibility

* *“How is Financial Responsibility a lifelong value?”*
* *“In life you have many ‘resources.’ We believe some are more important than others. Two of the most important that we believe are Time and Money. Why are Time and Money generally two of your most important resources?”*
  + They are finite, can never get more time and it’s hard to get more money
* *“Time and Money never lie. Where you ‘budget or spend’ your time and money show what is most important in your life. You want to get the largest return on investment for your Time and Money.”*
  + Shows what you value with how you budget your time and money.
    - richest man in the world, or someone who lives very simply

Elimination of Prejudice (Equality)

* *“How is the Elimination of Prejudice or Equality a lifelong value?”*
* *“What does it mean to you, to be a proponent/advocate for equality?”*
* *“Have you ever personally experienced or witnessed prejudice?”*
* *“What was your reaction to the prejudice?”*

**“Values House”**

Equality is the foundation of our organization and sets the groundwork for our values. Which they hold up the standards that we set and achieve.

* *“Equality is the foundation of Pi Lambda Phi.”*
* *“The other five core values are the pillars or ‘walls’.”*
* *“The membership standards are:”*
  + *Scholarship – Minimum GPA Standard*
    - Standard varies
  + *Character – Community Service Hours*
    - Standard is typically 15 hours per semester, but may vary
    - Connect “doing” service, to demonstrating character
  + *Leadership – Be an active member in an addition student organization*
    - Standard is typically 1 other organization, but may vary
    - Explain why - networking, diversifying leadership experiences, partnerships with orgs, recruiting
  + *Obedience – Active participation within the chapter*
    - Explain what “active” means
      * Attend all meetings
      * Be an active member of a standing committee
  + *Finance – Membership Dues*
    - Cost varies
* *“With a house, the roof is what holds everything together and keeps the structure from falling down. How are the standards the roof?”*
  + Without standards, it is impossible to measure how well we are living the values. Without standards, sometimes values are just nice sounding ideas. The standards make the values more tangible.

**“The Triangle”**

* *“What this diagram shows is what it means to be an asset to a chapter and as a chapter the three basic parts of chapter operations.”*
* *“We have already talked about what it means to ‘Live the Values,’ so let’s focus on ‘Run the Business’ and ‘Have Fun.’”*
* *‘What are some some examples of ‘Fun’ things you will possibly do in the fraternity?”*
  + Road Trips
  + Camping
  + Hiking
  + Sports - Intramurals/Pick Up Games
  + Rafting
  + Rock Climbing
  + Group Meals
  + Formals
  + Socials with Sororities and Other Organizations
  + Sorority Competitions (Philanthropy Competitions)
  + Greek Week
  + Alumni Events - Homecoming & Founder’s Day
* *“What do you think it means to ‘Run the Business’ of a social fraternity?”*
  + There are many required functions we have to do similar to any other business or company
* *“What ‘business’ aspects in a normal business are present in a fraternity?”*
  + Meetings -- Same
  + Hierarchy Structure -- Officer Structure
  + Advertising/PR -- Same
  + Communications (internal & external) -- Same
  + Events & Event Planning (internal & external) -- Same
  + Finances -- Same
  + Hire Staff -- Recruitment
  + Train Staff -- New Member Education/Member Education
  + Goal Setting -- Same
  + Stakeholder Relations -- Alumni events and administration relations
* *“What would happen if we took away the ‘Live the Values’ side of the triangle?”*
  + It would fall apart
* *“What would happen if we instead took away the ‘Run the Business’ side of the triangle?”*
  + It would fall apart
* *“What if all side were still there, but we made the ‘Have Fun’ side larger?”*
  + ‘Live the Values’ and ‘Run the Business’ would become smaller and smaller until one went away and everything fell apart
  + This is typically what happens to chapters to cause them to fall apart (have charter revoked)
* *“As we can see, we need all three sides and everything needs to be in balance for someone to be an asset to a chapter, and for the chapter to be an asset to this campus or to have the chapter operate efficiently. They are all interconnected and interdependent to each other. ‘Living the Values’ is just as important as ‘Running the Business’ and ‘Having Fun’, and vice versa.”*

**Brotherhood**

**good, bad, accountability.**

**friendship of good times, friendship of bad times, brotherhood transcends friendship because we have the comfort with our relationships to hold brothers accountable and call them out when they need it.**

* *“What does the word ‘Brotherhood’ mean to you?”* or *“How would you define ‘Brotherhood’?”*
* *“Do you have any siblings?”* if no ask, “*Do you have some best friends?”*
* *“With your sibling(s) you have a lot of good times, right?”*
  + Should say “yes”
* *“I’m guessing you also have some tough times. Times when you really disagree or get frustrated and need some time away from each other, right?”*
  + Should say “yes”
* *So when you are having a tough time and are angry or frustrated with your sibling(s) and they needed your help. What would you do?”*
  + Should say they would help them
* *“Exactly! Brotherhood, in a fraternity, is exactly the same. You have a lot of fun times together. There are also other times when you may not be happy with each other, but if someone needs your help, you help them.”*
* *“How do you think accountability correlates to brotherhood and the fraternity?”*
  + As Brothers, we have to hold each other accountable, no matter if someone is older, younger, or in the same new member class
* *“What do we, as Brothers of Pi Lambda Phi, hold each other accountable to?”*
  + The Values and Standards
* *“Everything we do in the Fraternity goes back to our Values and the Standards, including the Business, and even the Fun. Everything we do goes back to the Values because if we are not upholding the Values, we are not being a Pilam. Additionally, with our siblings, when they are messing up in their life we point it out to them because we care about them and don’t want them to fail. We want our Brothers, like our siblings, to get better and always be the best example of themselves.”*

**FAQs**

* See “Quality Response Guide” document for ways to address concerns.
* Know the Q&A included in their folder thoroughly, so you know answers to their questions. If you don’t know an answer, tell them you will find out the answer and follow up with them asap.
* Have them share what the Grades (and all membership standards are) along with the Finances (dues costs and when they are due). If they don’t know the answers, tell/show them again.

**Contribution**

* *“Now that we have discussed what it means to be a member of Pilam and what you will receive from joining, I am curious, what would Pi Lambda Phi Fraternity gain from your membership?”*

**Pre-Close**

* *“If we were to offer you a bid right now, is there any reason why you would not accept it?” / what would you say*

*Invite to future events to meet more men and set up pre-close and bid meeting.*