

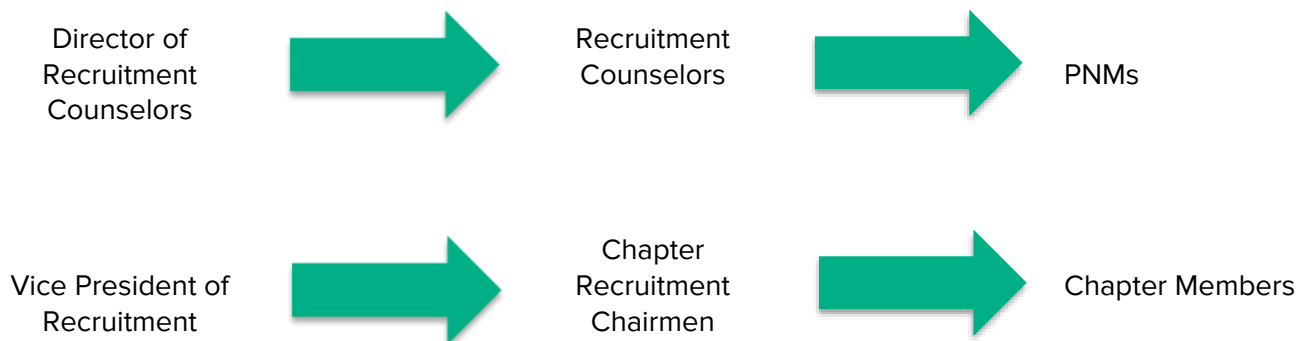


## Training Concept: Values Education & Integration

A recruitment counselor is a PNM's direct link to the campus fraternity/sorority community. Helping a PNM find her place in the community is an important part of the job. It is a big responsibility because recruitment can be overwhelming, and it is easy for a PNM to make choices based on surface-level observations. The recruitment counselor's role is to help each PNM identify what is important to her.

Outlined in this section are values exploration activities to use with the recruitment counselors, so they are equipped to have crucial conversations with PNMs.

**The values-based recruitment model doesn't work unless everyone is on board.**



### Starting the Conversation

#### Materials

- Pens/pencils (enough for each participant)
- Blank pieces of paper (enough for each participant)

#### Instructions

- Provide each participant with a blank sheet of paper and a pen/pencil.
- Read each question aloud and let each participant reflect in writing, privately, the answers to each question.
  - What are the most important things in your life? What do you gain — on a personal level — from each of these things?
  - What do you do really well?
  - On what do you spend your time and money?
  - Based on the answers to the three previous questions, what do you see as five values that are really important in your life?
- Once they have identified five main values, ask them if those values truly reflect what is important to them, making sure they are not things they simply think they should value.
- Ask for volunteers to share their values with the group.



## Shipwrecked

### Materials

- Flip chart paper
- Markers

### Instructions

- Split the participants into equal teams of three to four participants.
- Explain to each team they are stranded together on a deserted island. They must work together to create a list of five items (per team, not per person) they would have brought with them if they had known they would be stranded.
- Give them 10 minutes to determine five items they would bring and then have them report to the big group using the flip chart paper.
- Upon completion of the activity, review the reflection questions.

### Reflection questions

- Based on what your group chose to bring, what do you value as a group?
- How was it to give up something you may have personally wanted, because the team was moving in another direction?
- Why is it important to encourage PNMs to choose a sorority that values the same things they do?

## Trash Your Values

### Materials

- Pens/pencils (enough for each participant)
- Blank pieces of paper (enough for each participant)

### Instructions

- Have each participant fold a piece of paper into eight sections. Then have each participant tear the paper into eight pieces.
- On the first two pieces of paper, have the participants write two people who are important to them.
- On the next two pieces of paper, have the participants write two things (objects) they cannot live without.
- On the next two pieces of paper, have the participants write two memories or events that always make them smile.
- On the last two pieces of paper, have the participants write two important values (intangible) they live by (such as integrity, wisdom, credibility, work ethic, etc.).
- Break the participants into groups of three.
- Once they are in small groups, each participant must choose two of her own slips to throw away.
- Next, one of the participants (A) blindly chooses two of B's slips to throw away.
- Participant C then blindly chooses one more of B's slips to throw away.
- Each group member rotates to be participant B until each group member is down to three slips.



- Notice individual reactions to this activity. Once everyone is holding just three slips, return to the big group to review the reflection questions.

#### Reflection questions

- What was easiest to give up? Why did you write those items down? Why did you choose to give them up?
- What was the most important thing for you to keep?
- Discuss the difference between things (objects) and the other categories. Make connections.
- What about the values: What did you choose? Why?
- Write down all of the shared values on flip chart paper in front of the group.
- What did it feel like to have your values taken without your control?
- Have you ever had something like this happen to you in real life?
- How did you know that your sorority valued the same things you do?
- How can you help PNMs figure out if a sorority values the same things they do?

### Comparing Our Values

#### Materials

- Pens/pencils (enough for each participant)
- [Personal Values Worksheet](#) (enough for each participant)
- Large copy of the Panhellenic Creed (written on flip chart paper)
- Flip chart paper
- Markers
- Sticky notes

#### Instructions

- Explain to participants that to embrace the sorority experience fully, they need to take a closer look at their personal values and how they relate to the chapters the PNMs will be joining.
- Pass out the Personal Values Worksheets and pens/pencils.
- Review the instructions printed on the top of the worksheet to make sure they are clear.
- Give participants 10 minutes to complete the activity.
- As people finish, pair them to share their values with each other.
- Once everyone is finished, post the large copy of the Panhellenic Creed in front of the room. As a group, categorize the values expressed in the creed (scholarship, service and so on). Write each value identified on a separate sheet of the flip chart paper and hang those values next to the creed.
- Ask each participant to write her values on the flip chart paper for the Panhellenic Creed value(s) that best match her own.
- If working with a very large group, pass out sticky notes in advance. Participants then write their values on the sticky notes and post them under the most applicable value.
- Once the activity is completed, review the reflection questions.



### Reflection questions

- What can we say about our collective values?
- What comparisons can we make between our values and those of Panhellenic?
- Why are these observations important as we reflect on the sorority experience?
- How can doing this same activity with PNMs guide them to what they are seeking in a sorority?
- How will you help each PNM discover if a sorority values what she believes is important?

These activities allowed recruitment counselors to think about and identify their values. They should use these activities with their PNM groups to encourage them to think about their values. PNMs will then know how to reference their values during each round of recruitment.

### Values-Based Sorority Selection

Once a woman can identify her own values, she must learn how to apply that understanding to her everyday life. During recruitment, a PNM needs to know how to comfortably ask chapter members questions that will lead her to discover what each sorority values. Below are exercises to help PNMs select the appropriate questions. After being trained in these questions, recruitment counselors can, in turn, educate their PNM groups.

#### What makes a “good” question?

- A good question is relatively short, clear and unambiguous.
- Ask only one question at a time. Pouring out a string of questions (even on the same topic) is likely to confuse the person responding, since she may not know how to answer in a logical order.
- Focus on the type of answer you want to receive and then devise a question that will lead to it.
- A good question does more than solicit the right information. It also builds bonds, rapport and trust.
- Think about your values when asking questions. What do you want to learn? What do you feel the sorority can offer in terms of your values?
- A good question captures the other person’s attention.

### Activity

Break participants into groups of five to brainstorm good questions related to the values they identified in the previous activity, “Comparing Our Values.” Allow 10 minutes, then have each group read one good question it came up with for each value identified. The group with the most, good questions for each value wins. If participants are having trouble coming up with good questions, below are examples to prompt them.

#### Scholarship:

- Is there a grade requirement I must meet?
- If I am unable to meet the GPA, what actions are taken?
- What type of scholarship program and/or scholarships does your sorority offer?
- What kind of support does the chapter provide academically?
- Are there members in the chapter with my major?
- As a new member, will my scholarship requirements differ from an older sister’s?



Social:

- What are some of your social functions?
- Is it mandatory to attend all social functions?
- If my significant other is not in a fraternity or sorority, can he or she still attend social functions with me?
- Is there anyone in your chapter from my area or high school I might know?

Sisterhood:

- What sisterhood activities does the chapter plan?
- Do the members spend time together outside of meetings and mandatory events?
- What makes your chapter's sisterhood strong?
- How well do you get to know everyone in the chapter?

Activities:

- How active is your chapter in intramurals?
- Are your members involved in academic groups on campus?
- Do your members belong to athletic teams on campus?
- How involved is your sorority in other campus activities?
- Do you participate in activities with other fraternities/sororities?
- What philanthropies do you support?
- Do you help support the philanthropies of other chapters?

Costs and time:

- What are the time commitments as a member of your sorority?
- What are the financial commitments for a member of your sorority?
- Are there any costs on top of regular dues?
- Do you have payment plans available if needed?

Member education:

- What is your new member education period like? What is its purpose?
- What rules do you have for new members?
- How long does it take before I am initiated?
- What is the time commitment for new members?
- What things does your chapter do to provide education to all members?

Comparison:

- What are the advantages of membership in your sorority?
- What made your chapter stand out to you during recruitment?
- What is the thing you find most unique about your chapter?



Lifelong benefits:

- What alumnae connections are available through your organization?
- Is there a local alumnae organization?
- Are alumnae actively involved with your chapter?

Housing:

- What duties are assigned for cleaning or other tasks?
- What areas are visitors allowed (or not allowed) in?
- Am I required to live in the sorority house? If so, for how long?
- How are people selected or assigned to live in the chapter house?
- How much space is available for each member's belongings?

Leadership:

- What leadership opportunities are available in your sorority?
- Are there positions I can hold as a new member?
- Is there training for leadership positions?
- Is there a limit to the number of positions that can be held during membership?

Personal/experience:

- Why did you choose this sorority?
- How were you sure it was the right choice for you?
- How has being a member of this sorority benefited you?
- What would you have asked during recruitment if you could go back and do it again?