

# QUICK TIPS

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Organizations wither and die without effective use of the recruitment process. We need new members to bring in new ideas and carry on the traditions of our groups.

Below are some thoughts on what people look for when deciding to join a group and what kind of people groups look for.

## Reasons people join groups:

- Acceptance
- Friendships
- Responsibility & authority
- Personal interests
- Vocational interests
- Social gathering
- Skill development
- Recognition
- Prestige

## What groups look for in members:

- Enthusiasm
- Skills and abilities
- Capacity for development
- Desire to work within group
- Motivation
- Ability to get things done
- Interest in group goals & mission



RESEARCHERS

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**TIGER BITS** is a publication of the Center for Student Involvement. Copies available in the CSI, lower level rm. 014, FHSU Memorial Union, Fort Hays State University 628-4664.



CSI staff offer programs and consultation in these and other areas of personal and organizational leadership.

Information adapted from the Student Organization and Leadership Development Center at The University of Kansas

# GETTING POTENTIAL MEMBERS INVOLVED

In approaching individuals to get them involved in your group, you need to share core information about your group, and, most importantly, stress the benefits and opportunities a member would receive from their involvement.

## **BENEFITS**

- Meeting new people
- Learning new skills
- Enhancing current skills
- Gaining work experience
- Getting out of the house
- Being needed
- Gaining recognition from others
- Influencing others
- Being a role model
- Meeting new challenges
- Making professional contacts
- Changing the status quo
- Gaining academic credit
- Building self-confidence
- Using talents
- Gaining responsibility
- Putting a hobby to good use

## **REACHING PEOPLE**

Make these benefits known through:

- Friends
- Other organizations, living groups, classes
- Advertising and media approaches
- Successful programming
- Creating a good public image
- Public relations
- Honest outreach - really seeking new people
- Honesty in expectations of members
- Stability of group's structure - define where you have been, where you are now, and where you plan to go.

## **BASIC INFORMATION ABOUT YOUR GROUP TO SHARE:**

**Structure/How group works/Who is involved**

**Goals**

**Job descriptions/responsibilities/expectations of membership**

**Criteria for selection**

**Programs and activities**

**Meeting schedule**

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Once you've got a good group of members, you don't want to lose them.  
Here are some things an organization must do to retain its members:

- Successfully fulfill at least one of the needs a person had in joining
- Be consistent and directed, providing for periodic evaluation of structure, goals and procedures
- Provide procedures for change
- Provide opportunity for input and feedback from all members
- Share responsibility and decision-making powers
- Provide challenges

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Check out the TigerBits on Group Development, Recognition, and Team Building for more information.

Adapted from a S.O.U.R.C.E. sheet, University of Nebraska - Lincoln Campus Activities Center