



Member Interviews

A major part of being an Initiate is getting acquainted with the Chapter and its Members. Many Chapters choose to require Initiates to conduct interviews of Members to get that accomplished.

Interviews aren't a time for Members to solely talk about themselves, and Initiates shouldn't spend the whole time talking either. It's a time for both the Member and the Initiate to get to know one another. The word "interview" can be a misnomer in this situation. These meetings should be thought of as conversations between a current Member and a future one.

Purpose

When creating guidelines for interviews, like the number to complete and the length of the interview, consider why you are having them interview Members in the first place. You want Initiates and Members to know one another on some level before the Initiate is Inducted. Be sure to keep the purpose in mind when you include Member Interviews as part of the Initiation Program requirements.

Organization

Whether you choose to have Initiates take notes or get a signature from the Member interviewed, providing a notebook to each Initiate will ensure that interviews are organized. You should also check in with Initiates regularly to make sure they are making adequate progress toward completing interviews by the deadline. Giving them a weekly goal will help them meet the requirement, and providing assistance with scheduling will keep the process from burdening Initiates or Members.

Quantity vs. Quality

Having Initiates interview every Member, especially in a large Chapter, isn't necessarily the best way to achieve your goal. The most important thing is that there is a connection made between an Initiate and a Member when they meet. The strength of that connection will be based on the quality of conversation. Ideally these conversations will go beyond the surface with both individuals making an effort to find common ground. It's important to find balance with interview requirements and prioritize what's most important for the Initiates to gain from the Initiation Program overall.

The Benefits of Small Group Interviews

Especially in large Chapters, small group Member Interviews may be the way to go. Some of the benefits include:

- Less Initiate time spent on one-on-one interviews allowing time to meet more Members
- Everyone in the conversation benefits from hearing each other's answers-- Members might even get to know one another better!
- Fewer lulls in the conversation caused by shy Members or Initiates who aren't sure what to talk about