



Maintaining High Chapter Morale

High morale within a Chapter can be difficult to achieve, and even more difficult to maintain. Having high morale is important, though, as it will result in greater Member engagement, higher retention, stronger recruitment and long-term sustainability for your Chapter. Here are some things you can do to keep Chapter morale high to benefit all of your Members:

- 1 Ask for Member Feedback**

Even when things are going well in the Chapter, it's important to continue to ask for input from Chapter Members to ensure that they are enjoying the Phi Sigma Pi experience that they desire. This includes asking about everything from the types of events they would want to attend to the design of the Recruitment t-shirt. Gathering Member feedback can be done in a variety of ways, including holding roundtable discussions, circulating interest surveys or posting Facebook polls in a closed group for Chapter Members only.
- 2 Take Time to Celebrate**

Whether its a successful campus-wide event hosted by the Chapter or retaining 100% of the Initiates pinned for the term, take time to celebrate all the great work you're doing as a Chapter. Being intentional about celebrating wins will ensure that individual contributions are acknowledged and that expectations are set high for future endeavors. Chapter Members will also appreciate being celebrated for their individual accomplishments, so don't be afraid to take time at a Chapter Meeting to recognize Members' recent academic, personal or professional achievements.
- 3 Offer a Variety of Opportunities**

When morale is high, Chapter Members are highly engaged in the activities of the Chapter and beyond. Continuing to provide a variety of opportunities to engage with one another, through service within the campus and local communities and with other Chapters during inter-Chapter and National events will ensure that they are making the most of their time as a Member. Showing Members how being part of your Chapter connects them to bigger things will help them see the value in being a lifelong Member of Phi Sigma Pi.
- 4 Be Transparent**

There will be times when things don't go quite as planned, resulting in disappointment, frustration or concern for Chapter Members. It's important that Chapter leaders are transparent about what went wrong and how the Chapter will learn and move on from it together. Educating Members on Chapter and National policies will ensure that they feel well-informed, and maintaining open lines of communication when challenges arise will give them confidence that the best interests of the Chapter are always at the forefront.