



PHI GAMMA DELTA

BUILDING COURAGEOUS LEADERS

Virtual PNM Meeting Questions

Virtually meetings with PNM's can be difficult. Here are some sample questions you can use when talking to undergraduates at your University. The objective is to get know the individual without it feeling like an interview. Ideally, we want these meetings to feel like conversations more than anything so individuals feel comfortable from the very beginning.

I suggest not taking notes during the meeting. Write down everything you remember once he leaves the meeting

First Meeting with New PNM (60/40 ratio him/you talking):

Introductions. Get to know the undergraduate. Ask "Fun Zone" questions to create the relationship and make him remember you. Make sure to be transparent by pointing out cost to join on the Fact Sheet. Briefly walk him through the Recruitment Brochure, FIJI Pamphlet, and/or FIJI Fact Sheet (can be found on the recruitment tab of phigam.org). Answer any questions he has.

- Tell me about the clubs you are in on campus. Build off his interests (Sports teams he likes, hobbies he has, Major, Etc.)
- How has the transition to college been (Freshman or sophomore)?
- Tell me more about clubs you are interested in joining on campus.
- What do you know about fraternity? What makes you interested in sitting down with us?
- Do you have any prior knowledge of FIJI?

Make sure to invite him to your next info night/recruitment event.

DON'T FORGET TO SCHEDULE ANOTHER MEETING!

Second Meeting with PNM (80/20 ratio him/you talking):

Continue building off first meeting's relationship and hobbies talked about. This meeting is for "Deep Zone" questions. First ask if he has any questions about the Fraternity, then forget all about it. These questions are to get to know him on a deep level. Don't be afraid to answer these questions yourself.

- Do you have any favorite quotes and why?
- Who are some of your role models and why?
- Tell me about an experience where you had to overcome a difficult situation
- Tell me about your leadership style. How do you respond if people don't agree with your opinion or there are many clashing opinions in a group?

Make sure to invite him to your next info night/recruitment event.

DON'T FORGET TO SCHEDULE ANOTHER MEETING!

Third Meeting with PNM (*Potential Bid Meeting*):

Bid Meeting. By this time the PNM has most likely met with other men in the chapter and has been to any in person or virtual events you have been allowed to hold. You probably have a bid waiting for him and have a good understanding what his role in this organization could be should he join. Continue to ask him if he has any questions about the organization or any follow up to conversations in passed meetings. Make sure he feels comfortable. Don't be afraid to ask more fun and deep zone questions to continue cultivating the relationship.

- (Optional) 1/10 scale. 1 being he never wants to see us again. 10 being if he had a bid right now he would sign it.

Some PNM's need a fourth meeting to make this happen and that is ok. Don't be afraid to ask what is holding you back. If it is parents or loved ones that are skeptical. Ask if you can speak with them to ease their minds about the experience.

Headquarters recommends the Risk Management policy be briefly understood before someone accepts a bid