

## OPEN ENDED QUESTIONS

Review this comprehensive list of interview questions and follow ups. The list starts with basic questions and get progressively more descriptive.

What were you involved in on campus before we all had to leave/How did you spend your time outside of classes?

- (No matter the answer) What did you learn being involved in that?
- What were some of the best memories you have from that?
- Is there anything you didn't accomplish while participating in that?

How/why did you decide to attend the University of \_\_\_\_\_?

- (If he mentions his major) What career path do you want to use that in?
- What got you interested in wanting to do that?

What do you want to get out of your college experience?

- Follow-up based on his response- either ask more about his answer ("tell me more about that?")
- Since they signed fraternity interest form, briefly mention how the chapter can offer what he is looking for and GIVE an example (intramurals, specific brotherhood event, etc)

What do you hope to get involved in during college other than Fraternity life?

- What got you interested in that?
- What goals do you have for yourself and/or that club while you participate?
- What do you think you'll bring to that club/organization?

How would your friends describe your personality?

- Why do you think they have that opinion?

A part of membership is having an impact on causes and philanthropies to improve this world. Are there any causes that are particularly important to you? Describe them

- Provide some examples of the Alpha Sig Philo/service events that went well

Describe your ideal social gathering

- Follow up with a few examples of brotherhood events/formals, etc- keep it appropriate

A part of membership is a social building of friendships and brotherhood with other members and the community...Describe what you look for in a group of friends.

- Follow up by affirming that Alpha Sig has those kinds of members (assuming he describes positive things...)

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A benefit of membership is the opportunity for continual development of in and beyond your undergraduate years. How do you hope membership develops you for your future?

- Affirm what he is looking for can be accomplished when joining Alpha Sig and highlight how one or two of you have grown.

Why are you interested in joining a Fraternity?

- Follow up on his answer if possible- affirming that Alpha Sig has what he is looking for and an example of the event/activity/resource

Describe what you hope to receive and experience from membership in Alpha Sig

Again, affirm these things if we can offer it. If we cannot, then be honest and explain how we are working to be able to include the experience he is looking for

Joining Alpha Sig is more than a four-year undergrad experience, it is a lifetime commitment. How do you see yourself benefiting from this type of membership?

- Briefly highlight how many of the founders are now alumni advisors and run and organized alumni association to keep everyone connected after school- even with alumni living as far as NYC.

A part of Alpha Sig Membership is holding members to academic expectations and supporting academic growth. Describe how you plan to balance your academics with social life on campus

Fraternity Finances and expectations: Wrap up the final meeting by discussing financial expectations and brief virtual new member edu overview if you did not do this already

- Explain what dues and rent will be (give exact numbers)
- Explain that they will be billed for fall dues not spring but that they can pay for it in installments

through spring/summer before the fall term starts (if yall decide to do this, your choice)

Explain some of the plans for new member education:

- Weekly zoom calls with new member class
- Weekly virtual lessons
- Expectation that they virtually meet all brothers (facetime, zoom, etc) and that the brothers will be trying to meet them as well
- Explain there will be additional activities once they can be back on campus such as big/little. House class projects, retreats, etc

### THE CLOSE

If we have not invited the PNM yet, this is the time to do so.

Closing on the bid conversation

- Have two members on the call/meeting with the PNM

Small talk, and thank him for participating in this very different virtual process

Ask him what he likes about the fraternity and if he has any questions

- Tell PNM yall have enjoyed the conversations so far and think he is exactly the type of person you want involved with the Fraternity and....

Ask him: "If we offer you a bid to join Alpha Sig, what will hold you back from accepting it?"

- If he says nothing will, then extend membership and congratulate/welcome him into the organization.
- Get his full legal name and personal, non-school email, so you can enter them into Omega Financial

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If he has concerns holding him back:

- He will tell you what they are once you ask him the question above
- Refute his “no” until he says he has no concerns. There might be several concerns, here are a few possibilities:

Money- explain that you have payment plans, yall are the most affordable chapter on campus etc.

Concern about a virtual experience- Explain that the virtual new member edu experience will not be the only one he gets. The virtual portion will cover chapter/national history, chapter operations, a chance to meet alumni and meet active members as best as possible. Once in person activity begins, they can complete those goals (service, house project, etc).

Time- Explain that the chapter is flexible, and you want men who are involved in other events. They need to attend weekly meetings, but after that it is fairly flexible on what they participate in