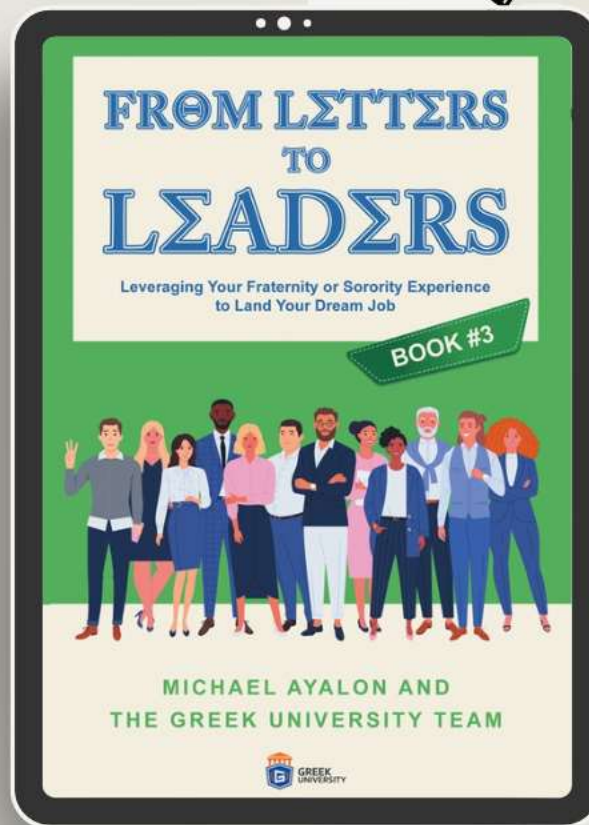




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# facilitation guide



EW • NEW • NEW • A

FOR FRATERNITY AND SORORITY  
CHAPTERS, COUNCILS, & COMMUNITIES

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# Facilitation Guide for *From Letters to Leaders*:

Leveraging Your Fraternity or Sorority Experience to Land Your Dream Job

A Companion for FSL Educators, Chapter Advisors, and Headquarters Staff

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## Introduction: Transforming Fraternity and Sorority Experience into Career Capital

### Learning Objectives

- Understand how fraternity/sorority involvement builds professional competencies.
- Recognize the value of translating experiences into tangible résumé skills.
- Develop a growth mindset that connects leadership, service, and employability.

### Summary

Fraternity and sorority membership is one of the most intensive leadership and professional development opportunities available to college students. This introduction sets the stage for translating involvement into career readiness — leadership, teamwork, time management, budgeting, communication, and service. Members are encouraged to view their experiences as evidence of competence and to articulate them authentically to future employers.

### Discussion Questions

1. What skills have you gained through your organization that employers might value?
2. How can fraternity/sorority experience differentiate you in interviews?
3. Why do many students hesitate to include Greek life on résumés?
4. What role do advisors and staff play in helping students frame their experiences professionally?
5. What does it mean to “lead with your letters”?

### Activity

- *Skill Inventory*: Members list all chapter roles, service projects, and leadership experiences. Then, they match each to a professional skill (e.g., “Philanthropy Chair → Event Management & Community Engagement”).

### Values Connection

- Brotherhood/sisterhood and leadership development are lifelong commitments — they align with the values employers seek in ethical, community-minded professionals.

### Action Step

- Have each student write a one-sentence summary of how their fraternity/sorority experience has prepared them for their dream job.

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# Chapter 1: Quick Decision-Making Abilities Will Make You Desirable to Employers

*Dr. Jason L. Meriwether*

## Learning Objectives

- Understand how decisiveness demonstrates leadership and confidence.
- Identify moments when quick thinking led to positive outcomes.
- Learn to balance speed with accuracy in professional settings.

## Summary

Decision-making is a critical leadership skill. Employers seek candidates who can process information, make confident choices, and adapt when faced with uncertainty. Fraternity and sorority leaders practice this skill constantly — during events, crises, recruitment, and conflict management. Reflecting on these experiences helps students communicate decisiveness as an asset.

## Discussion Questions

1. When have you had to make a difficult decision quickly in your organization?
2. What steps did you take to evaluate options before acting?
3. How can decisive leaders remain open to feedback?
4. How does hesitation or avoidance impact leadership credibility?
5. What parallels exist between chapter leadership and workplace decision-making?

## Activity

- *Crisis Simulation:* Present a realistic chapter scenario (e.g., event safety issue, PR concern). Ask groups to decide a course of action within 5 minutes, then debrief how they prioritized and communicated decisions.

## Values Connection

- Leaders must act with courage and integrity — core values found in every fraternal Ritual.

## Action Step

- Encourage officers to practice “decision logs,” documenting choices made and lessons learned for future leaders.

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## Chapter 2: Developing Your Résumé to Reflect Transferable Skills

*Isabel Thornton and Dr. Shyam K. Sriram*

### Learning Objectives

- Identify transferable skills gained from Greek involvement.
- Craft professional language to describe fraternity/sorority experiences.
- Learn to quantify impact through measurable outcomes.

### Summary

A well-written résumé tells a story of leadership and results. This chapter teaches students how to translate their roles into professional terminology — avoiding jargon while emphasizing accountability, collaboration, and results. Examples include reframing “Brotherhood Chair” as “Program Coordinator” or “Recruitment Chair” as “Talent Acquisition Lead.”

### Discussion Questions

1. What Greek leadership experiences are hardest to explain to employers?
2. How can you rephrase those experiences in professional terms?
3. Why are measurable outcomes important on a résumé?
4. What verbs best communicate leadership and results?
5. How can you use your résumé to showcase continuous growth?

### Activity

- *Résumé Rewrite:* In pairs, exchange résumés and help each other transform one Greek-related bullet point into an employer-friendly format emphasizing results.

### Values Connection

- Fraternity/sorority work reflects accountability, leadership, and service — the same competencies employers prize.

### Action Step

- Schedule a résumé review session with your campus career center focusing specifically on Greek experience translation.

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## Chapter 3: Turning Your Social Media and Social Skills into a Lifetime of Sales and Networking Success

*Dr. Michael Ayalon*

### Learning Objectives

- Learn how to use social media to build authentic professional networks.
- Understand digital reputation and personal branding.
- Recognize how interpersonal and online communication intersect.

### Summary

Dr. Ayalon explores how today's digital presence functions as a résumé. Social media can either elevate or harm one's career prospects. He encourages members to treat online behavior as an extension of their values, using platforms like LinkedIn to connect authentically with mentors, alumni, and employers.

### Discussion Questions

1. What message does your current social media presence send to potential employers?
2. How can you showcase leadership, service, and professionalism online?
3. What's the difference between networking and self-promotion?
4. How can you use social media to maintain lifelong connections?
5. What boundaries should exist between personal and professional content?

### Activity

- *Profile Audit:* Members review each other's LinkedIn or public profiles and provide constructive feedback to enhance professionalism and visibility.

### Values Connection

- Digital behavior should reflect the same integrity and respect embodied by your Ritual.

### Action Step

- Create a "LinkedIn Challenge" where members update their profiles and connect with at least five alumni in their intended career fields.

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# Chapter 4: The Ultimate Guide to Mock Interviews

*Chris Hood*

## Learning Objectives

- Develop confidence through structured interview preparation.
- Practice storytelling and behavioral interview techniques.
- Learn to connect fraternity/sorority examples to employer needs.

## Summary

Interview success depends on preparation and storytelling. This chapter offers practical strategies: researching organizations, rehearsing answers, and framing Greek experiences as leadership evidence. Practicing mock interviews in a supportive environment builds confidence and reduces anxiety.

## Discussion Questions

1. What interview questions feel most challenging for you?
2. How can your fraternity/sorority experience help you answer them?
3. What does a strong first impression look like?
4. Why are storytelling and specificity crucial during interviews?
5. How can peers and advisors support interview practice?

## Activity

- *Mock Interview Circle*: Divide into pairs or small groups. Conduct short mock interviews using behavioral questions (“Tell me about a time you resolved a conflict”) and give feedback.

## Values Connection

- Preparation and professionalism reflect the discipline and excellence embedded in your Ritual.

## Action Step

- Organize a campus-wide Mock Interview Night with alumni professionals serving as interviewers.

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# Chapter 5: Transferring Your Experiences into the Corporate World for Passionate and Engaged Employees

*Jeff Harry*

## Learning Objectives

- Recognize how fraternal values enhance workplace engagement.
- Identify cultural parallels between chapters and organizations.
- Explore how belonging fosters productivity.

## Summary

Jeff Harry highlights that engaged employees are those who feel a sense of belonging — something fraternity/sorority members experience naturally. The leadership, collaboration, and accountability learned in Greek life directly translate to workplace team dynamics.

## Discussion Questions

1. How does belonging in your chapter resemble engagement at work?
2. What lessons from fraternity/sorority life can improve team morale in the workplace?
3. How do shared goals increase productivity?
4. How does feedback strengthen community and performance?
5. How can chapters intentionally prepare members for collaborative work cultures?

## Activity

- *Team Strengths Exercise:* In groups, identify each member's leadership strengths and discuss how diverse strengths improve team performance.

## Values Connection

- Belonging, mutual respect, and teamwork are central to both Greek life and workplace success.

## Action Step

- Host a “Team Dynamics 101” session to help chapter officers understand their leadership styles and how they complement others.

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# Chapter 6: “Tell Me About Yourself” — How to Respond to the Most Common and Important Interview Question

*Dr. Jana Mathews*

## Learning Objectives

- Craft a concise, compelling professional introduction.
- Connect personal values and experiences to career goals.
- Learn how to demonstrate authenticity and confidence.

## Summary

Dr. Mathews emphasizes that every interview begins with a story — your story. The “Tell me about yourself” question is an opportunity to express identity, passion, and purpose. By drawing on meaningful moments from fraternity/sorority involvement, members can stand out as confident, self-aware candidates.

## Discussion Questions

1. What three qualities define you as a leader?
2. How can your Greek experiences illustrate those qualities?
3. How can storytelling humanize your professional narrative?
4. What does authenticity sound like in an interview?
5. How can practicing your story improve confidence?

## Activity

- *Elevator Story Workshop*: Members write and practice a 60-second response highlighting who they are, what they’ve done, and what they seek professionally.

## Values Connection

- Authentic storytelling reflects transparency and integrity — timeless values of fraternity and sorority life.

## Action Step

- Record and review your elevator pitch to identify areas for clarity, tone, and confidence.

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# Chapter 7: Locating the Alumni in Your Field for Business Connections and Informational Interviews

*Dr. Kim Bullington*

## Learning Objectives

- Learn how to find and approach alumni in your desired industry.
- Understand the value of informational interviews.
- Practice relationship-building grounded in gratitude and respect.

## Summary

Alumni connections are a gateway to opportunity. Dr. Bullington explains how to research, contact, and engage alumni for guidance — not just job requests. Informational interviews help students gather insights, expand their networks, and refine career goals.

## Discussion Questions

1. What stops students from reaching out to alumni?
2. How can you make that first contact respectfully and professionally?
3. What questions lead to meaningful conversations?
4. How can alumni relationships evolve beyond job searching?
5. How can your chapter cultivate an ongoing alumni mentorship culture?

## Activity

- *Outreach Simulation:* Draft and role-play an email requesting an informational interview with an alum in your field.

## Values Connection

- Lifelong brotherhood/sisterhood includes supporting and learning from those who came before you.

## Action Step

- Each member identifies one alum in their field and schedules an informational interview within the next month.

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# Chapter 8: Becoming a Master Storyteller with Your Success Stories During an Interview

*Chris Hood*

## Learning Objectives

- Learn how storytelling makes interview answers memorable.
- Identify key stories that illustrate leadership, teamwork, and resilience.
- Practice connecting personal experiences to employer values.

## Summary

Chris Hood highlights that stories are how people connect emotionally and remember information. Interviews are not recitations of facts — they are opportunities to bring accomplishments to life through narrative. Each member's fraternal journey is filled with stories of service, collaboration, and growth that can help employers see potential and character.

## Discussion Questions

1. Why do stories resonate more than lists of achievements?
2. Which experiences from your chapter could illustrate leadership or teamwork?
3. How can you adapt a story to fit different interview questions?
4. What makes a story authentic and compelling?
5. How can practice help refine your storytelling confidence?

## Activity

- *STAR Practice (Situation, Task, Action, Result)*: Members choose one leadership example from their fraternity/sorority experience and structure it using the STAR method to prepare for behavioral interviews.

## Values Connection

- Storytelling honors your Ritual by sharing how its lessons show up in action and integrity.

## Action Step

- Have each participant record a one-minute success story and receive peer feedback on clarity and impact.

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# Chapter 9: Collaboration, Managing Conflict, and Working with Diverse Populations in the Workforce

*Grace Cunningham, Caroline Corker, and Dr. Shyam K. Sriram*

## Learning Objectives

- Identify collaboration strategies transferable from chapter life to professional teams.
- Develop skills in constructive conflict resolution.
- Understand diversity and inclusion as cornerstones of effective teamwork.

## Summary

This team explains that fraternity and sorority communities are microcosms of the workplace — filled with different personalities, opinions, and backgrounds. Learning to manage conflict respectfully and collaborate across difference is critical for success in any organization.

## Discussion Questions

1. What lessons about teamwork have you learned from your chapter experience?
2. How do diverse perspectives strengthen group outcomes?
3. What's one example of a conflict you helped resolve constructively?
4. How can empathy improve collaboration?
5. How do these lessons apply to your career path?

## Activity

- *Team Challenge:* Assign members a creative problem to solve in small groups, emphasizing listening, inclusion, and compromise. Reflect afterward on team dynamics.

## Values Connection

- Brotherhood and sisterhood are grounded in respect for difference and commitment to unity.

## Action Step

- Create a “Conflict Management Playbook” for chapter officers outlining steps for healthy resolution and communication.

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# Chapter 10: How Your Public Speaking Abilities Will Set You Apart from the Crowd

*Ms. Tish Norman*

## Learning Objectives

- Recognize how public speaking skills increase career competitiveness.
- Practice confidence, clarity, and emotional connection when speaking.
- Learn to adapt tone and message for different audiences.

## Summary

Ms. Norman emphasizes that the ability to articulate ideas confidently can define a leader's success. Whether leading a meeting, delivering a keynote, or presenting a project, communication that inspires and informs sets candidates apart. Greek life — with its meetings, recruitment events, and service presentations — provides natural speaking practice.

## Discussion Questions

1. What opportunities has your chapter given you to practice public speaking?
2. How can fear of public speaking be reduced through preparation?
3. Why do authenticity and passion matter more than perfection?
4. How can storytelling enhance presentations?
5. How can you use public speaking to advocate for positive change?

## Activity

- *Mini Speech Roundtable:* Members deliver a 2-minute speech on how Greek life shaped their leadership. Provide constructive feedback using a rubric on voice, structure, and confidence.

## Values Connection

- Speaking truth with courage embodies the leadership ideals of every Ritual.

## Action Step

- Encourage members to represent their organization at campus or community events to strengthen communication confidence.

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# Chapter 11: Character Is Your Ticket to the Promised Land

*Trevon Bryant*

## Learning Objectives

- Define character as the foundation of success and credibility.
- Explore how integrity impacts professional reputation.
- Connect ethical leadership in fraternity/sorority life to career growth.

## Summary

Trevon argues that skills may get you hired, but character keeps you employed. Honesty, humility, and perseverance are timeless virtues. Greek organizations teach these lessons through Ritual and service, reminding members that credibility is built through consistent integrity.

## Discussion Questions

1. What does character mean to you?
2. How do your actions reflect your values both in and out of your organization?
3. When have you seen character tested in leadership roles?
4. Why do employers prioritize trustworthiness?
5. How can your fraternity/sorority model ethical behavior on campus?

## Activity

- *Values Reflection:* Members identify one chapter decision where values were tested. Discuss how the group's response demonstrated (or could have demonstrated) integrity.

## Values Connection

- Character is the living expression of your Ritual — integrity in motion.

## Action Step

- Implement a “Character in Action” recognition each meeting where members share positive examples of integrity.

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# Chapter 12: Experiential Learning Will Take You Far

*John R. Hatfield*

## Learning Objectives

- Recognize learning that happens through real-world experience.
- Understand how fraternity/sorority life provides applied education.
- Learn to articulate experiential learning outcomes to employers.

## Summary

John describes fraternity and sorority leadership as one of the most immersive forms of experiential learning available in higher education. Whether managing events, mentoring peers, or budgeting, members develop practical skills often unmatched in classroom settings.

## Discussion Questions

1. What hands-on leadership experiences have shaped you the most?
2. How does experiential learning differ from academic study?
3. Why do employers value applied leadership experience?
4. How do you reflect on lessons learned from mistakes?
5. How can your chapter intentionally design more learning opportunities?

## Activity

- *Learning Log:* Members write about one major experience (philanthropy, event planning, recruitment) and identify three professional skills learned from it.

## Values Connection

- Learning by doing reflects the fraternal belief in growth through experience and reflection.

## Action Step

- Encourage officers to maintain reflective journals during their term to track leadership growth.

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# Chapter 13: The Good Guy Theory — Is Sexual Assault Prevention Education Just a Big Waste of Time?

*James Wilkerson, J.D.*

## Learning Objectives

- Understand the importance of accountability in prevention education.
- Explore myths and realities about sexual misconduct and culture change.
- Empower members to be proactive bystanders and ethical leaders.

## Summary

James challenges the notion that sexual assault prevention is “someone else’s problem.” He addresses complacency and the “good guy” mentality — believing one’s mere awareness equals responsibility. Prevention requires action, courage, and honesty about peer culture.

## Discussion Questions

1. Why do some students tune out prevention education?
2. What behaviors contribute to unsafe environments?
3. How can your organization hold itself accountable?
4. What does proactive bystander behavior look like?
5. How does prevention connect to fraternal values?

## Activity

- *Scenario Roleplay:* Present situations involving consent, bystander intervention, or power dynamics. Discuss safe, responsible responses.

## Values Connection

- Brotherhood and sisterhood require protecting one another — real love demands responsibility.

## Action Step

- Partner with your campus prevention office to host a discussion on redefining “good guy” leadership in Greek life.

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# Chapter 14: Taking Advantage of Your National Conferences and Conventions to Advance Your Career

*Joseph Thompson*

## Learning Objectives

- Recognize national events as leadership development and networking opportunities.
- Learn how to represent your chapter professionally.
- Develop strategies for maximizing conference participation.

## Summary

Joseph emphasizes that national conventions and leadership conferences are professional accelerators. Attending sessions, meeting alumni, and networking with peers teach professionalism, communication, and initiative. Conferences are also résumé-worthy experiences when approached intentionally.

## Discussion Questions

1. How can you prepare to make the most of your next national conference?
2. What networking behaviors make a positive impression?
3. How can you bring conference lessons back to your chapter?
4. What does representing your organization professionally look like?
5. How can these experiences enhance your career goals?

## Activity

- *Conference Reflection Plan:* Members plan three specific learning or networking goals for their next fraternity/sorority event.

## Values Connection

- Leadership development beyond campus reflects a lifelong pursuit of growth.

## Action Step

- After each conference, host a “knowledge share” session to apply insights chapter-wide.

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# Chapter 15: Utilizing Your College and Fraternal Leadership Experience to Build Your Brand

*Edson O'Neale*

## Learning Objectives

- Learn how to develop a personal brand based on authenticity and values.
- Connect leadership experience to professional reputation.
- Understand how consistency builds trust.

## Summary

Edson explains that personal branding is not self-promotion — it's living consistently with your values and demonstrating reliability. Fraternity/sorority leadership provides a platform for building credibility through service, professionalism, and authenticity.

## Discussion Questions

1. What three words do you want people to associate with your leadership?
2. How can your social media and actions reflect those traits?
3. What makes an authentic personal brand?
4. How can integrity strengthen your reputation?
5. How do leaders recover from mistakes publicly?

## Activity

- *Brand Reflection:* Members create a brief “brand statement” describing their leadership philosophy and values.

## Values Connection

- Your Ritual already defines your brand — live it consistently.

## Action Step

- Encourage officers to use a unified tone and message in all chapter communications reflecting shared values.

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# Chapter 16: How Your Time Management Skills Will Help You in the Workforce

*Erica Music*

## Learning Objectives

- Understand time management as a professional competency.
- Develop prioritization and delegation strategies.
- Connect chapter efficiency to career success.

## Summary

Erica reinforces that effective leaders balance many commitments without burnout. Time management learned through chapter life — event deadlines, academics, and community service — translates directly to workplace productivity.

## Discussion Questions

1. How do you currently manage your responsibilities?
2. What time management tools or habits work best for you?
3. How do procrastination and burnout affect leadership?
4. How can teams share workload effectively?
5. What does a balanced week look like for a leader?

## Activity

- *Task Triage Exercise:* List all upcoming chapter and academic commitments. Label each as urgent, important, or delegable. Reflect on priorities.

## Values Connection

- Self-discipline and reliability are integral to fraternal success and professional excellence.

## Action Step

- Incorporate goal-setting and accountability check-ins into officer meetings.

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# Chapter 17: Transferrable Budgeting and Accounting Skills from Chapter Treasurer to All-Star Career

*Dr. Michael Ayalon*

## Learning Objectives

- Identify financial management skills gained through Greek leadership.
- Learn how to apply budgeting experience in business contexts.
- Understand stewardship and transparency as ethical leadership.

## Summary

Dr. Ayalon connects the responsibilities of managing chapter finances to real-world accounting, budgeting, and fiscal integrity. Students who have served as treasurers or fundraising chairs often possess rare experience in financial literacy that employers value.

## Discussion Questions

1. How does managing chapter funds build transferable financial skills?
2. What lessons have you learned about transparency and accountability?
3. How can financial data tell your organization's story?
4. How can stewardship reflect leadership ethics?
5. How do financial management and trust intersect?

## Activity

- *Budget Scenario:* Create a mini budgeting exercise mirroring chapter operations. Members allocate funds and discuss trade-offs.

## Values Connection

- Financial stewardship honors trust and responsibility — essential fraternal and professional values.

## Action Step

- Encourage treasurers to summarize budgets annually for transparency and learning.

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# Chapter 18: My Commencement Address for You

*Dr. Louis Profeta*

## Learning Objectives

- Reflect on lifelong learning and gratitude for your journey.
- Embrace responsibility as a graduate and leader.
- Connect fraternal lessons to purpose-driven living.

## Summary

Dr. Louis Profeta closes with a heartfelt address about the transition from college to career. His message: success is not defined by wealth or title but by service, humility, and character. The values instilled through fraternity and sorority life are lifelong compasses guiding ethical, impactful lives.

## Discussion Questions

1. What are you most grateful for from your fraternity/sorority experience?
2. How will you apply these lessons beyond campus?
3. What does success mean to you now?
4. How can you mentor the next generation of members?
5. What does “living your letters” look like after graduation?

## Activity

- *Legacy Letter:* Members write a letter to their future selves five years after graduation, reflecting on how they plan to uphold fraternal values.

## Values Connection

- Lifelong brotherhood and sisterhood continue in every choice, act of service, and example you set.

## Action Step

- Organize a senior send-off reflection night where graduating members share how Greek life shaped them.

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# Call to Action: Carrying the Lessons Forward

## Learning Objectives

- Commit to applying fraternal lessons in professional and personal life.
- Develop a personal action plan for leadership beyond graduation.
- Recognize the ongoing role of fraternity/sorority values in civic and career life.

## Summary

The journey from “letters to leadership” does not end with a diploma. It evolves through every professional challenge, ethical decision, and act of service. Members are called to lead with integrity, mentor others, and use their influence to make workplaces and communities better.

## Discussion Questions

1. How will you “live your letters” beyond college?
2. What professional goals align with your organization’s values?
3. Who can you mentor to continue this work?
4. How can your career serve as a platform for good?
5. What habits will keep you grounded in brotherhood/sisterhood for life?

## Activity

- *Action Plan Workshop*: Each participant creates a one-page personal leadership plan with three commitments to uphold fraternal values in career and community.

## Values Connection

- Leadership, service, and brotherhood/sisterhood remain lifelong pursuits.

## Action Step

- Reconnect annually with fraternity or sorority alumni to reflect on progress, accountability, and new opportunities to lead.

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