

DEAR BROTHER MENTOR CHALLENGE COORDINATOR,

Your mission is to assist the Brother Mentors in their quest to explore career opportunities while remaining involved with the chapter.

The members of the Brother Mentor Challenge clearly understand and love the Fraternity. They have a concept of continuous development. The challenge meeting should be held once a month. At the meetings, focus on keeping members involved with what is going on with the chapter, as so many seniors fade away from active participation in the Fraternity.

There are specific objectives prescribed for the Brother Mentor Challenge that you must ensure are addressed. Members in this challenge must:

- Develop goals and an action plan.
- Register with Headquarters.
- Work on their résumés each semester.
- Serve as a chapter leader.
- Volunteer as a mentor to someone in the Epsilon Challenge.
- Participate as a leader in a campus organization.
- Participate in community service.

Your job is to assist each member in any way that will help him achieve these expectations.

In order for your job to go smoothly, there are a few expectations you should meet:

- Read the Brother Mentor Rite of Passage.
- Assist members of this challenge to fulfill their roles as mentors to members of the Epsilon Challenge.
- Maintain a current list of all members in this challenge and their mentors.
- Help the members move through their journey using the *Brother Mentor Challenge Tracker* located at the end of this section.
- Meet with (call or write) the community mentors and explain their role.
- Be familiar with the Fellow program and advise anyone who might be interested.
- Conduct a reception for all community mentors or formally recognize their efforts.
- Maintain a current résumé bank for members of the Brother Mentor Challenge.
- These objectives are best achieved through Brother Mentor Challenge meetings held once a month for about an hour each time.**

Keys to Success

- One long activity is not as effective as several shorter ones.
- People remember a huge amount of what they **hear, see, and physically do.**
- Lecturing is unquestionably the least effective form of teaching.
- More effective teaching/meeting techniques include small group discussions, journal writing, individual and group presentations, use of a variety of media, and a variety of speakers.
- **START MEETINGS ON TIME!** There is no better way to turn off a sharp guy than to waste his time because the “slackers” are late.
- Start each meeting by telling the membership what the goals are you want to accomplish during the meeting.
- End the meeting summarizing important things to remember.
- Encourage members to have a specific folder or binder to keep fraternity materials in, or things may get lost.
- Inside jokes do not have a place at chapter and challenge meetings.

Finally, you should know the answers to the following questions. The members of the Brother Mentor Challenge will count on you to know:

1. Where can a man look for a mentor for the Brother Mentor Challenge?

Faculty
Alumni
Parents
Greek Advisors

Rotary Club
Clergy
Community Leaders

2. Who can become a Fellow?

Any member of the chapter can aspire to become a Sigma Phi Epsilon Fellow. In order to be considered for candidacy, a member must:

- Have at least a 3.0 GPA
- Have served as a leader in at least one campus organization
- Have completed the Epsilon Challenge
- Submit a proposal to the Balanced Man Program Development Committee for approval

3. How does a member become a Fellow?

- He completes an application (available from Headquarters and in the *Brother Mentor Challenge Coordinator Guide of The Lexicon*) which must include a plan for completing a specific project of his own design.
- Application acceptance makes the member a Fellow candidate.
- When the project is completed, a written summation of the project achievements must be approved. Once approved, the man is a Sigma Phi Epsilon Fellow.



If you have any questions, call your Balanced Man Steward, your Regional Director, or the Director of the Balanced Man Initiative for assistance. Good luck!

CAREER DISCOVERY

We work to become, not to acquire.

~ Elbert Hubbard

Sigma Phi Epsilon works to prepare men for life following graduation. As this milestone approaches, members are encouraged to become increasingly concerned with the process of career discovery. This may mean investigating their future job opportunities or preparing graduate school applications. The advice and experience of the community mentor is a key ingredient in this discovery.

GUIDELINES

- ❑ A member in the Brother Mentor Challenge is expected to explore and form a career path that he may follow even after graduation. (See the following pages.)
- ❑ He is also responsible for developing a résumé and updating it regularly.
- ❑ Finally, he is responsible for meeting with his community mentor to discuss career options and to develop his career plan.



INVESTIGATING CAREER OPPORTUNITIES

Before beginning your job search, it is important to research the career fields that interest you.

READ all you can about careers that interest you.

WRITE to professional and trade organizations that represent fields that interest you.

THINK about the environment in which you would like to work.

TALK to people working in fields that interest you. Find out:

- the interests and skills needed to excel
- the duties and responsibilities
- the preparation required for entry
- the entry-level positions available

Make full use of your community mentor at this point!

TEST OUT the field directly. Find an internship, part-time job, summer job, or volunteer experience that will give you exposure to the field.

COMPARE what you learn to what you are looking for in a career.

Job Search Guidelines

- Define your job interests, assess your strengths, and determine career goals.
- Prepare a professional résumé that stresses your accomplishments and skills.
- Investigate and develop proper interviewing skills.
- Develop a list of prospective employers for whom you would like to work.
- Research thoroughly the organizations in which you are interested.
- Initiate contact with employers, using a variety of approaches: sending letters and résumés, telephoning, networking with alumni and other contacts.
- Learn to write effective job search correspondence.
- Follow-up with employers of interest to you. Evaluate your interviews and job search strategies for their effectiveness.
- Be honest, professional, and positive in all aspects of your job search.

EXPLORING GRADUATE EDUCATION

As you consider this option, answer the following questions to ensure that you plan effectively and thoroughly.

I. Why am I applying to graduate school?

What is my motivation for looking into graduate programs?

To pursue my career goals, do I need an advanced degree or will it give me the competitive edge?

Do I simply have a pure love of the subject matter and desire to develop personal expertise in a particular field?

II. When do I plan to attend a graduate program?

Fall vs. spring matriculation

Full-time vs. part-time

Immediate vs. deferred enrollment

III. What can I expect from graduate school?

Time Commitment: Attending full-time, most graduate students can complete a Master's degree in one to three years and a doctorate in four to eight years. Law programs generally take three years. Medical school involves four years of study and three to five years of internship/residency.

Energy Commitment: Graduate study may be more intense than undergraduate study. The reading and research demands are usually greater, and there may be more opportunity for involvement outside professional activities.

Funding: Many graduate programs offer teaching and research assistantships. These provide financial assistance, sometimes cover full tuition costs, and offer hands-on experience in your field. In addition, grants, loans, and scholarships are well worth investigating as you apply to programs.

DEVELOPING YOUR RÉSUMÉ

The résumé is an essential part of the job search. It is an individually designed summary of personal, educational, and work experiences intended to provide information that demonstrates your “fit” for a particular type of position. Think of it as your personal advertisement to your potential “customer,” the employer. Highlight information about yourself that will entice the “customer” to learn more about you.

Your résumé should tell the employer:

- Who you are
- What you have done
- What you know
- What you would like to do
- What skills you possess
- What makes you unique



Your résumé should be:

- Typed and spaced neatly.
- Professionally typeset or copied, if possible. Use good quality, light-colored bond paper (25% cotton content preferred).
- Limited to one page in length, unless you have extensive work and/or educational experience.
- Concise, incorporating phrases rather than complete sentences, and beginning with strong action words that indicate skills and accomplishments.
- Targeted, containing all pertinent information relevant to your career objective.
- Perfect...no typos, spelling errors, or grammatical errors. Thoroughly proof read.

Basic Resume Advice:

- Be specific and customize your résumé for each employer.
- Be concise and avoid too many words.
- Recent graduates should highlight their studies.
- Be clear about your objective.
- Use verb phrases and not long sentences.
- Be very specific about dates.
- Never overlook spelling or grammatical errors.
- Utilize an experience section.
- Use past experiences that relate to your potential employment responsibilities.

Make sure to check out the following resources or visit your campus career center for additional support.

www.monster.com

www.vault.com

www.careerbuilder.com

