

HELPFUL HINTS FOR INVOLVEMENT

- ** Often people don't get involved simply because nobody ever really asks them! So, ask people to help -- let them know that you really want and need their assistance.
- ** Don't recruit to a position title -- recruit to a task. A person might hesitate to become a "chairman" of an event but would be willing to "plan what we'll do" at the event.
- ** People don't like to fail. Start new members off with simple jobs that you know they can do. Then be sure that they succeed. They are then more willing to take on larger jobs.
- ** Avoid asking people to accept assignments at an open meeting. See them in advance, explain what the job is, tell them that you know they can do it, their help is needed, and you hope they'll think it over. They can then express concerns and ask questions before they are asked to commit themselves.
- ** Find out what your Ship members really want to do. A Ship interest survey is a great way to do this. Sea Scouts who are the most interested in a project are the best prospects for helping plan and carry it out.
- ** Make a special effort to get to know the new Ship members. Learn their names. Don't be too busy to be friendly. Seek them out for a real conversation and find out what they expect from the Ship. You'll make a new friend and develop an active Ship member.
- ** A year's difference in age is real "generation gap" in high school. New members are a little in awe of the "upper classmen," the "big kids." Recognize this and make a special effort to include younger members in all the Ship's affairs. Sometimes the Ship Petty Officers look like a "closed corporation" to the younger new member.
- ** When asking someone to help with a project, be sure that they know exactly what they are to do. Spend a moment to sit with them, talk about it, and help them make a list of what the job involves. You can quickly learn if they know how to proceed. If not, you can offer suggestions.
- ** Follow-up carefully with people who have accepted assignments. Don't try to make them do the job exactly like you would do it. This limits imagination. Just be sure that they are making progress and have all the help they need.
- ** Be a "HE-WHO" (or a "SHE-WHO"). He who can get ten people to work is greater than he who can do the work of ten people. Let Ship members know that you need their help and value their suggestions. Follow some of their suggestions even if they aren't the greatest. It will encourage them to participate.
- ** When someone goofs, you accept the responsibility. "Gosh, I guess I didn't explain things to you very well. Now, let's see what we can do." Then, assist the member through the crisis. The leader's job is to make his or her people successful.
- ** Recognize people who help. Everybody likes to be thanked. Make it sincere, however.
- ** Lead by example. If you are really enthusiastic about your Ship's program and accept responsibility, your Ship members will do the same.