**Growth:** Does your organization provide growth opportunities for all interested members? Are there opportunities for members to move into positions of leadership or are there only a few opportunities usually “saved” for the senior members?

**Recognition:** Do you recognize members when great things are occurring in your organization? Don’t wait till the end of the year. People need and appreciate being recognized for the hard work they have been accomplishing in a timely manner. Recognition or awards that are presented may also serve as a motivating factor for other members who would like to achieve a certain level of success.

**Achievement:** A sense of “team” achievement is important. Even if the member wasn’t the “key” person who helped accomplish a task, it’s important that everyone feels as if they contributed to the success of the organization. When the organization is honored, it is important that the group realize that everyone from a member who may have done a simple task to the president of the organization contributed and has a feeling of accomplishment.

**Participation:** Can everyone participate in programs and events? At one time, perspective members of certain organizations had a six-month waiting period before reaching “full” membership status. This is limited the participation of the new members. There was no problem when new members were needed to work on menial tasks but other tasks were reserved for “full” status members only. Make sure your organization is open and willing to accept all student members’ contributions regardless of how long they have been with the organization.

**Enjoyment:** Volunteering and working hard in an organization has to be fun! If being a part of a group isn’t fun, why be a member? Students’ time is valuable and there is a multitude of options for them to be involved with. Make sure one of the best options on campus is being involved in your organization.