

**SME Emerging Professionals**  
**Chapter Officer Fact Sheet and Engagement Methods**

**SME Stats (June 20, 2022):**

Professional Members: 6,644

Emerging Professional Members: 590

Student Members: 2,231

Total Membership (All): 13,799

**Engagement Thoughts:**

Qualities of Emerging Professional Volunteers\*:

1. They're action oriented
2. They're multitaskers
3. They think digitally
4. They're accepting and open-minded
5. They're looking for causes or seeking purpose
6. They're team players, but they want to be a unique part of the team
7. They don't want to be managed; they want to be led (and to lead)

Questions to ask in recruiting and engaging young professionals\*\*:

1. Are you mission driven and results oriented? Don't tell members of this young generation, "Please do this job and have it done by Friday." Instead, say, "What can you do to help us accomplish our mission?" Get to know them as individuals and listen to their input.
2. Are you a coach to these young individuals? Be a mentor – not a traditional manager. A coach challenges volunteers to do their best, yet nurtures individuals and encourages them to reach their full potential.
3. Do you involve this young generation in decision-making? They want to be a part of the team in making decisions. They want to utilize their volunteering to grow their leadership skills.
4. Is your group practicing diversity (ethnic, gender, generational) and willing to platform one another in recruiting, promoting, hiring, and seeking leadership? This young generation ignores gender and racial biases and works with anyone who can help them accomplish common goals.
5. Do you take advantage of the community service requirements that many schools require? This young generation puts in hundreds of hours of volunteering by the time they graduate from high school and/or college. Do you have opportunities where they can be inspired by your organization, not just serve?

\*Adapted from *The New Breed* (2nd Edition), by McKee and McKee, Chapter 4

\*\* Adapted from *The New Breed* (2nd Edition), by McKee and McKee, pp. 86-87