

Comparison of Traditional Pledge Training and Brotherhood/Sisterhood Development Concepts in New Member Education Programs

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ASSIMILATION <i>(Brotherhood/Sisterhood Development)</i>	RITES OF PASSAGE / HAZING <i>(Traditional Pledge Programs)</i>
Emphasis is on the individual.	Emphasis is on the group.
Chapter unity is stressed.	Pledge class unity is stressed.
New members are drawn into "whole chapter" activities.	Pledges participate mainly in pledge activities.
The responsibility for the success of the new members falls on each member.	The "pledge trainer" is responsible for the success of the pledges.
The goal of new member lessons is not simply to memorize the material, but to understand and be able to apply it.	Pledge lessons are characterized by rote memorization.
Initiate - new member communication is two-way.	Initiate - pledge communication is one way (initiate to pledge).
Development continues for the duration of the affiliation.	Growth and learning end with initiation.
Ritual initiation is the high point of membership education.	"Hell Week" is the high point of pledge training.
Prime motivators are pride, acceptance, understanding, and the emergence of self-respect and confidence.	Prime motivators are fear and intimidation.
New members become effective brothers/sisters.	Pledges are trained to become subservient, obedient pledges.