

# PEER-LED TEAM LEARNING LEADER TRAINING

## LEADER SELECTION: RECRUITING THE BEST

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While there are a variety of methods used to recruit peer leaders, three main points common to most campuses must be taken into account. These are:

1. overcoming the reservations of potential leaders;
2. increasing advertising on campus; and
3. streamlining the selection process.

We developed a mnemonic, “PLTL is a FACT OF LIFE!” to remember the best way to attract leaders.

**Facilitator:** A peer leader is there to help the group to grow; the leader stays with one group for a semester. Leaders may feel they have to teach but they must not.

**Age/accnt:** Potential leaders may be hesitant, due to cultural differences (or their age, or their accent, etc.), concerned that they will go into the workshop setting and be laughed at, or discriminated against because of these differences.

**Career choices:** It is important to stress that leader training is important in every career, professional or educational.

**T**rainng: This is the tool that lessens leaders’ fear of “going blind” into a leadership setting. Potential leaders should be made aware of the extent of training that goes into leading; they are provided with tools and resources to be able to go in [to workshop] and stand their ground.

**O**verall schematics: The recruitment and selection process of application, interview, personality, grade point average, grade in the class, good communication skills, as well as the ability to step back from pride and say, “I don’t need to give the wrong answer just to show that I know. I should be able to say ‘I’ll find out.’”

**F**aculty referral: Faculty can refer students who not only have good grades but a good overall personality. On some campuses professors get to know students, even on bad days and when they are frustrated, and so can give a considered referral.

**L**earning centers can be a good source for finding leaders. The best leaders may come from other sources on campus. Tutors may be interested in leading a group instead of sitting and waiting for students to come for tutoring. The love of learning is the best motivator.

**I**nterdepartmental communication: Others don't know about workshops. Get in touch with department chairs, inform them, recommend leaders, and help promote PLTL.

**F**aculty credibility: If faculty recommend a leader, students know that they are noticed for their hard work.

**E**xpos: These could be career day fairs, bulletins about PLTL, demonstrations, or advertisements, all outreach methods that can be used to attract potential leaders.

Leaders are the heart of PLTL and we need to keep that heart pumping by keeping the best coming.

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