

International Vice President Application Essay Questions

New Applicants (not currently serving as a Vice President)

1. What's one idea or change you believe could positively shape Gamma Phi Beta's future? How would you introduce it while honoring our existing strategy and culture?
2. Identify your strongest member competency and explain how you display it in any aspect of your life.
3. Tell us about a time you had to have a difficult conversation with a peer — someone you were also friends with outside of your leadership role. How did you approach the conversation, how did it shift your dynamic and what was the outcome?
4. How would you approach stewarding a strategic plan you didn't help create? What leadership practices would you rely on to move it forward?
5. This role requires a multi-year commitment, time for travel and collaboration. How have you assessed your availability, and how do you plan to maintain consistency?
6. Tell us about a time you helped create a more inclusive or welcoming environment. What challenges did you face, and what was the outcome?

Returning Applicants (currently serving as Vice President and seeking reelection)

1. Reflecting on your current term, how did you support innovation or forward movement within the organization, even when it required stepping away from legacy thinking?
2. Reflecting on your current term, which competency did you develop the most, and how did this show up in your leadership?
3. Share a time you had to give difficult feedback to a peer you were close with personally. How did you navigate that conversation, how did it impact your relationship and the team dynamic and what was the result?
4. How did you contribute to the development of Gamma Phi Beta's new strategic plan during your current term? What mindset guided your involvement, and how did you balance honoring past work while looking toward the future?
5. Serving on International Council requires sustained time and travel. How did you manage these demands in your current term, and what would you change going forward?
6. How have you created space for underrepresented voices or perspectives in board conversations or decisions, within Gamma Phi Beta or in a professional space?

International President Application Essay Questions

New Applicant (not currently serving as International President)

1. Describe a time when you helped shape the strategic direction of an organization. What was your role and what were the results?
2. Give an example of a time you collaborated across multiple departments or entities to accomplish a shared goal. How did you balance differing priorities?
3. How have you demonstrated Gamma Phi Beta's Core Values and mission in your leadership or volunteer roles? What type of legacy would you hope to leave as International President?
4. Tell us about a time when you had to provide difficult feedback to a peer, leader or direct report. What was your approach? What did you learn?

Returning Applicants (currently serving as International President)

1. Reflect on the past biennium as International President. What do you believe were your most significant accomplishments and what would you do differently in a second term?
2. What specific leadership experiences, feedback or learning opportunities have helped you grow in your first term as International President? How would you bring this growth into a second term?
3. How has your strategic vision for Gamma Phi Beta evolved since you began your role as International President in 2024? What new priorities or opportunities do you believe we must focus on now?
4. What practices have you adopted to sustain your leadership energy and commitment during last term? How would you model that for others now?

Nominating Committee Application Essay Questions

Alumnae

1. What's one idea or change you believe could positively shape Gamma Phi Beta's future? How would you introduce it while honoring our existing strategy and culture?
2. Members of the Nominating Committee (NC) will be assigned to teams addressing different aspects of the recruitment and slating process (such as marketing & communication, applications, interview questions). Provide an example of a time when you worked on a team with a complex project that was **not** successful.
 - What was the objective of the project and how did you contribute to the objective, despite obstacles?
 - What did you learn about collaboration and yourself through this experience?
3. Service on the NC involves choosing what's best for the Sorority. Describe a time you made a decision where you had to place the organization's or company's best interests above your personal priorities and/or amidst external pressures.
4. How has your communication style changed or developed over time by working on different teams?
5. At some point, you may disagree with the team when a decision is being made. Share an example of when you experienced this. Your answer should describe how you shared your perspective in the decision-making process, how you responded after the decision was made and how you moved forward as a member of the team.
6. Gamma Phi Beta is committed to addressing systemic inequity by creating a more just and loving sisterhood through our belonging, equity, diversity and inclusion (BEDI) framework. How do you think inequity should be addressed within our organization?
7. Nominating Committee members strategically assess applicants' readiness for Sorority leadership at the elected level. Describe your experience with selecting a well-rounded team. What strategies for team selection are applicable to the NC's work?

Collegiate

1. Why do you want to serve on the 2026-2028 NC?
2. What strengths do you think you can bring to the committee?
3. Share your previous leadership experience (Gamma Phi Beta, college, community, high school, etc.). Include position title, years served and estimated number of hours per week.

4. Expand on two to three positions that demonstrate your strongest leadership attributes and include any relevant accomplishments.
 - In your response, please identify when and where you have demonstrated **Gamma Phi Beta's Membership Competencies**.
 - If possible, connect your experiences to the expectations for NC members outlined in the **job description**.
5. The NC is focused on creating space for the most representative leaders of our Sorority through awareness of BEDI. In your own leadership experiences, how have you worked to further BEDI? Please include concrete examples.
6. What do you hope to gain from serving on the NC?

