

# Recruitment Phases

With respect to sequencing paper materials, the process of introducing someone to the Project can be divided into four major phases. The first three phases make up an intake interview; the fourth is optional and provided when someone expresses an interest in introducing others to the Project.

<b>Paper Handout</b>	<b>Phase</b>	<b>Details</b>
Basic info	Basic onboarding	Basic information and contact information exchange about our projects
Character classes	Ontoboarding	Mythic onboarding and synchronization regarding larger goals, contexts, shared world and language.
Handouts from do-ops	Onboarding to specific goals	Specific involvement
Meta Folder	Onboarding to onboarding others	Teach them how to teach others; help them replicate their own purpose in a way other can see.

## Intake Interview

Each person who arrives at Headquarters should, as immediately as possible, be invited to an intake interview, preferably over lunch or tea. These interviews must be performed in a quiet space, usually one-on-one for the most part. Anyone who has completed the Ontoboarder's Training can perform intake interviews for others.

The purpose of an intake interview is to find out more about the potential ally, to give them as much information about the purposes, specific projects, and larger activism context as they would like, and to get them plugged-in to enjoyable and effective systems for receiving future updates or making further communications regarding shared projects.

Intake interviews are complex, but despite their complexity, they should be brisk, exhilarating, and bracing in their scope. Each person should leave an intake interview feeling flattered, excited about new projects and possibilities, and simultaneously galvanized in their own talents and prepared with information with which to autonomously move forward on contributing to the Project.

Establishing a clear protocol for intake creates a professional, yet only semi-formal initiatic threshold for visitors to pass across. Applying intake protocol consistently ensures that new guests are reliably welcomed and connected with important goals and resources, and that no one slips through the cracks. Having an intake process does not necessarily require membranes, an organization to "connect" people with, or points of authority or centralization; it only requires peer canvassers or teachers who are capable and publicly authorized to perform an initiatic function; and it requires participation from many prominent parties to create brief introductory materials so that the intake process can be painless.