



Intro to Recruitment

AUGUST 21, 2020



“Inspiration pulls you towards something that stirs your heart, mind, or spirit!”

Agenda



Welcome & Introduction



Recruitment Process & Calendar



NCAA Eligibility Center



Grades & Merit Scholarships



Testing



Scholarships



Questions



Next Steps



NCAA RECRUITING FACTS

College sports create a pathway to opportunity for student-athletes.

490,000
Student-athletes

19,500
Teams

3 Divisions
1 Association

DIVISION I

Division I schools, on average, enroll the most students, manage the largest athletics budgets, offer a wide array of academic programs and provide the most athletics scholarships.

PARTICIPATION

- 179,200 student-athletes
- 351 colleges and universities

ATHLETICS SCHOLARSHIPS

59 percent of all student-athletes receive some level of athletics aid

ACADEMICS

2017 Graduation Success Rate: 87 percent*

OTHER STATS

Median Undergraduate Enrollment: 9,629
 Average Number of Teams per School: 19
 Average Percentage of Student Body Participating in Sports: 4 percent
 Division I National Championships: 26

DIVISION II

Division II provides growth opportunities through academic achievement, high-level athletics competition and community engagement. Many participants are first-generation college students.

PARTICIPATION

- 121,900 student-athletes
- 308 colleges and universities

ATHLETICS SCHOLARSHIPS

62 percent of all student-athletes receive some level of athletics aid

ACADEMICS

2017 Academic Success Rate: 72 percent*

OTHER STATS

Median Undergraduate Enrollment: 2,485
 Average Number of Teams per School: 16
 Average Percentage of Student Body Participating in Sports: 9 percent
 Division II National Championships: 25

DIVISION III

The Division III experience provides an integrated environment that focuses on academic success while offering competitive athletics and meaningful nonathletics opportunities.

PARTICIPATION

- 190,900 student-athletes
- 443 colleges and universities

FINANCIAL AID

80 percent of all student-athletes receive some form of academic grant or need-based scholarship; institutional gift aid totals \$17,000 on average

ACADEMICS

2017 Academic Success Rate: 87 percent*

OTHER STATS

Median Undergraduate Enrollment: 1,748
 Average Number of Teams per School: 18
 Average Percentage of Student Body Participating in Sports: 26 percent
 Division III National Championships: 28

Other Associations

▶ **NAIA (National Association of Intercollegiate Athletics)**

- ▶ The National Association of Intercollegiate Athletics (**NAIA**) manages intercollegiate athletic programs, mainly across the United States, but also outside the U.S. like some Canadian athletic programs. ... The **NAIA** has two **divisions** while the NCAA has **3**. Usually, the **NAIA Division I** is comparable to NCAA **Division II**. The National Association of Intercollegiate Athletics (**NAIA**) offers **scholarships** on both the Division I and Division II level.

▶ **NJCAA (National Junior College Athletic Association)**

- ▶ NJCAA is the governing association of community college, state college and junior college athletics throughout the United States. Currently the NJCAA holds 24 separate regions across 24 states and is divided into 3 divisions

Recruitment Process

Recruiting Terms

- ▶ A **contact** happens any time a college coach says more than hello during a face-to-face meeting with a college-bound student-athlete or his or her parents off the college's campus.
- ▶ An **evaluation** happens when a college coach observes a student-athlete practicing or competing.
- ▶ A **verbal commitment** happens when a college-bound student-athlete verbally agrees to play sports for a college before he or she signs or is eligible to sign a National Letter of Intent. The commitment is not binding on the student-athlete or the school and can be made at any time.
- ▶ When a student-athlete **officially commits** to attend a Division I or II college, he or she signs a **National Letter of Intent**, agreeing to attend that school for one academic year.

Recruitment Process

▶ **What is a dead period?**

During a dead period a college coach may not have face-to-face contact with college-bound student-athletes or their parents, and may not watch student-athletes compete or visit their high schools. Coaches may write and telephone student-athletes or their parents during a dead period.

▶ **What is the difference between an official visit and an unofficial visit?**

Any visit to a college campus by a college-bound student-athlete or his or her parents paid for by the college is an official visit. Visits paid for by college-bound student-athletes or their parents are unofficial visits.

During an official visit the college can pay for transportation to and from the college for the prospect, lodging and three meals per day for both the prospect and the parent or guardian, as well as reasonable entertainment expenses including three tickets to a home sports event.

The only expenses a college-bound student-athlete may receive from a college during an unofficial visit are three tickets to a home sports event.

Recruitment Process

► What is a National Letter of Intent?

A National Letter of Intent is signed by a college-bound student-athlete when the student-athlete agrees to attend a Division I or II college or university for one academic year. Participating institutions agree to provide financial aid for one academic year to the student-athlete as long as the student-athlete is admitted to the school and is eligible for financial aid under NCAA rules. Other forms of financial aid do not guarantee the student-athlete financial aid.

The National Letter of Intent is voluntary and not required for a student-athlete to receive financial aid or participate in sports. Signing an National Letter of Intent ends the recruiting process since participating schools are prohibited from recruiting student-athletes who have already signed letters with other participating schools.

A student-athlete who has signed a National Letter of Intent may request a release from his or her contract with the school. If a student-athlete signs a National Letter of Intent with one school but attends a different school, he or she will lose one full year of eligibility and must complete a full academic year at their new school before being eligible to compete.

Recruitment Calendars

▶ **What are recruiting calendars?**

Recruiting calendars help promote the well-being prospective student-athletes and coaches and ensure competitive equity by defining certain time periods in which recruiting may or may not occur in a particular sport

- ▶ **Every sport has its own timeline when it comes to searching for prospects. Division I schools usually start earlier than other divisions. For example, Division I softball and football coaches are taking a look at prospects as early as freshman year.**
- ▶ Knowing your recruiting timeline will help you plan a more effective strategy. Planning in advance also gives you a head start on other student athletes.

Recruitment Calendar

- ▶ The NCAA recruiting rules are designed to limit the amount of communication elite athletes receive from coaches and give student-athletes time to make an informed decision about where they want to go to college.
- ▶ COVID Impact - The Division I Council extended the recruiting dead period in all sports through Aug. 31. The Council met virtually Thursday afternoon.
- ▶ The full NCAA Council and the Council Coordination Committee will continue to review the recruiting dead periods on a regular basis. A dead period precludes all in-person recruiting. Phone calls and correspondence can continue to occur

Timelines for Varying Sports

- ▶ Most student-athletes can expect to start receiving offers around their junior and senior years based on the timeline for their sport. Keep in mind rosters may fill up sooner than the formal signing period depending on the division level.

Recruitment Calendar

Division I Men's/Women's Cross Country and Track & Field Recruiting Calendar

- ▶ August 1-21, 2019: Evaluation period
- ▶ August 22 – December 8, 2019: Contact period
- ▶ November 11-14, 2019: Dead period
- ▶ November 23, 2019: Dead period
- ▶ December 9, 2019 – January 1, 2020: Dead period
- ▶ January 2 – July 31, 2020: Contact period
- ▶ March 13-14, 2020: Dead period
- ▶ June 10-13, 2020: Dead period

Recruitment Calendar –Football Division 1

- ▶ August 1-31, 2019: Dead period
 - ▶ Except: The 48 hours before a home game in August or September 1-2 through the 48 hours after the conclusion of the game is considered a quiet period
- ▶ September 1 – November 30, 2019: Quiet period
- ▶ September, October and November: College coaches can conduct evaluations during 42 days of their choosing (or 54 for Service Academies); coaches are not allowed to visit an athlete’s school on more than one calendar day during this time
- ▶ December 1, 2019 – February 1, 2020: Contact period
 - ▶ During this time period, coaches can make six in-person, off-campus contacts per student-athlete. But, coaches can’t meet a recruit more than once a calendar week (Sunday to Saturday).
 - ▶ Except: December 15, 2019 is a quiet period
 - ▶ Except: December 16, 2019 – January 16, 2020 is a dead period
- ▶ February 2, 2020: Quiet period
- ▶ February 3-29, 2020: Dead period
- ▶ March 1 – April 14, 2020: Quiet period
- ▶ April 15 – May 31, 2020: Evaluation period
- ▶ June 1 – July 31, 2020: Quiet period
- ▶ June 22 – July 24, 2020: Dead period

Impact of COVID Virus

- ▶ Impact of Coronavirus on College Recruiting: The NCAA has continued its suspension of all in-person recruiting through September 30; Different rules have been approved for the D2 level.
- ▶ The NCAA also granted an extra year of eligibility to college seniors. In addition, due to the closure of college campuses, official and unofficial visits as well as college camps are on hold. NCSA will continue to provide updated information on our coronavirus resources section.
- ▶ NCSA [blog](#)

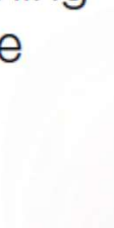


Athlete Eligibility

**As a College bound athlete, you-the athlete- is responsible for your eligibility.
That means planning ahead, taking classes and grades seriously, protecting
amateur status, and being proactive.**



FULL QUALIFIER

- Complete 16 core courses.
 - Ten of the 16 core courses must be completed before the seventh semester (senior year) of high school.
 - Seven of the 10 core courses must be in English, math or natural/physical science.
 - Earn a core-course GPA of at least 2.300.
 - Earn an SAT combined score or ACT sum score matching the core-course GPA on the Division I sliding scale (see back page).
 - Graduate high school.
- 

HIGH SCHOOL TIMELINE

9TH GRADE



- **Start planning now!** Take the right courses and earn the best grades possible.
- Find your high school's list of NCAA-approved core courses at eligibilitycenter.org/courselist.
- Sign up for a free Profile Page account at eligibilitycenter.org for information on NCAA requirements.

10TH GRADE

REGISTER



- If you fall behind academically, ask your counselor for help finding approved courses you can take.
- Register for a Profile Page account or Certification account with the NCAA Eligibility Center at eligibilitycenter.org.
- Monitor your Eligibility Center account for next steps.
- At the end of the year, ask your counselor at each high school or program you attended to upload your official transcript to your Eligibility Center account.

11TH GRADE



- Check with your counselor to make sure you are on track to complete the required number of NCAA-approved core courses and graduate on time with your class.
- Take the SAT/ACT and submit your scores to the Eligibility Center using code 9999.
- Ensure your sports participation information is correct in your Eligibility Center account.
- At the end of the year, ask your counselor at each high school or program you attended to upload your official transcript to your Eligibility Center account.

12TH GRADE



- Complete your final NCAA-approved core courses as you prepare for graduation.
- Take the SAT/ACT again, if necessary, and submit your scores to the Eligibility Center using code 9999.
- Request your final amateurism certification beginning April 1 (fall enrollees) or Oct. 1 (winter/spring enrollees) in your Eligibility Center account at eligibilitycenter.org.
- After you graduate, ask your counselor to upload your final official transcript with proof of graduation to your Eligibility Center account.
- **Reminder:** Only students on an NCAA Division I or II school's institutional request list will receive a certification.

ELIGIBILITY CENTER REGISTRATION ESSENTIALS

Below are some items you should have with you as you create an account at [eligibilitycenter.org](https://web3.ncaa.org/ecwr3/):

VALID EMAIL FOR STUDENT

To register, you need a valid email address that you check regularly and will have access to *after* high school. The NCAA Eligibility Center uses email to update you about your account throughout the process. *Please note:* If you have a sibling who has previously registered, you will need to use a different email address than the one in your sibling's account.

BASIC STUDENT PERSONAL INFORMATION

This includes information such as your name, gender, date of birth, primary and secondary contact information and address.

BASIC STUDENT EDUCATION HISTORY

We will ask you to provide details about all secondary and high schools and additional programs you have attended in the United States and internationally. Be sure to include all schools, regardless of whether you received grades or credits. If you attended ninth grade at a junior high school located in the same school system in which you later attended high school, do not list the ninth-grade school.

STUDENT SPORTS PARTICIPATION HISTORY

Select the sport(s) you plan to participate in at an NCAA school. For Certification accounts, we will ask

you to provide details for any expenses or awards you received, any teams you have practiced or played with or certain events in which you participated. We also ask about any individuals who have advised you or marketed your skills in a particular sport. This information helps the **NCAA Eligibility Center** certify your amateur status when requested by you or an NCAA school.

PAYMENT (CERTIFICATION ACCOUNTS ONLY)

Your Certification account registration is complete only after your registration fee is paid (or upon submission of a fee waiver, if you are eligible). You may pay online by debit, credit card or e-check. The registration fee for students in the United States, U.S. territories (includes American Samoa, Guam, Northern Mariana Islands, Puerto Rico and U.S. Virgin Islands) and Canada is \$90. The fee for all other international students is \$150. Profile Pages do not have a fee.

*All fees are nonrefundable once you have successfully registered. If you completed a duplicate registration and paid your registration fee twice, you may be eligible for a refund of the duplicate registration fee. To receive a refund, you will need to complete and submit an **NCAA refund form**.*

NCAA Eligibility Center

[https://web3.ncaa.org/
ecwr3/](https://web3.ncaa.org/ecwr3/)

How to plan your high school courses to meet the 16 core-course requirement:

$$4 \times 4 = 16$$

9TH GRADE

- (1) English
- (1) Math
- (1) Science
- (1) Social Science and/or additional

4 CORE COURSES

10TH GRADE

- (1) English
- (1) Math
- (1) Science
- (1) Social Science and/or additional

4 CORE COURSES

11TH GRADE

- (1) English
- (1) Math
- (1) Science
- (1) Social Science and/or additional

4 CORE COURSES

12TH GRADE

- (1) English
- (1) Math
- (1) Science
- (1) Social Science and/or additional

4 CORE COURSES

Preferred Grades for All Divisions: 3.0 GPA or higher, 24 ACT score or higher and/or 1000 SAT score (out of 1600) or higher

Being Proactive

- ▶ While neither athletes nor coaches can initiate phone conversations until June 15
- ▶ after an athlete's sophomore year, college coaches are still going to build their recruiting classes prior to that date through online research, attending events and communicating with athletes' coaches. Having an online profile is critical for athletes to get evaluated early. Athletes can also initiate communication by emailing coaches of programs they are interested in as early as possible. Send them your athletic resume, which includes:
 - ▶ Your highlight video
 - ▶ Any sport-specific stats
 - ▶ Your academic information
 - ▶ Why you are interested in their program
- ▶ When the NCAA recruiting rules allow coaches to contact you, you will already be on their radar. Once your sport's contact period begins, be sure to follow up communications with a phone call.
- ▶ **Be in charge of your own destiny. Don't wait for Coaches, parents, friends, etc.**

Being Proactive

Use your time wisely-

- Find qualifying standards for your sport
- Continue to get in shape and do drills for respective (weight room, fitness, sport specific drills, etc.)
- Look for camps and/or Combines for your sports
- Be Creative in recording and timing your own events while as there are no fall sports.

Get to know your counselor to ensure grades and courses are on par

Build Social Media/Online profile

Start researching college matches – Match your desires, academic interests, sports, local, etc.

Complete Prospective Recruit Questionnaires for college matches.

Testing

- ▶ Take standardized entrance test early before the end of your Junior Year*
 - ▶ SAT (Scholastic Aptitude Test)
 - ▶ ACT (American College Test)
 - ▶ CLT (Classic Learning Test)
- ▶ **NCAA uses a sliding scale for testing based off of your Grade Point Average (GPA).**
- ▶ You can take the tests as many times as you like. The highest score will be used.

* **Test are not required this year due to COVID.**

Merit Scholarship

- ▶ A **merit scholarship** is a financial award that students receive based on their academic success in high school. **Merit-based scholarships** are not only limited to a student's grades, but also consider factors such as leadership roles, ACT and/or SAT scores, extracurricular activities and school or community involvement.
- ▶ **Can be combined with Athletic Scholarships**
- ▶ Eligibility is determined mainly by your PSAT Score early in your 11th grade year. (Get a study guide and do online practice test)

MERIT SCHOLARSHIPS

FOR FIRST-YEAR STUDENTS ENTERING CARLOW IN 2020-2021

SAT, ACT, OR CLT SCORES

CUMULATIVE HIGH SCHOOL GPA
AT THE END OF JUNIOR YEAR

	SAT	1330-1600	1200-1320	1060-1190	920-1050
	ACT	29-36	25-28	21-24	17-20
	CLT	89-120	78-88	68-77	57-67
4.00 +		\$20,000	\$20,000	\$17,000	\$17,000
3.75 - 3.99		\$20,000	\$20,000	\$17,000	\$17,000
3.50 - 3.749		\$17,000	\$17,000	\$17,000	\$13,000
3.25 - 3.49		\$17,000	\$17,000	\$13,000	\$13,000
3.00 - 3.249		\$13,000	\$13,000	\$13,000	\$10,000
2.75 - 2.99		\$13,000	\$10,000	\$10,000	\$10,000
2.50 - 2.749		\$10,000	\$10,000	\$7,000	\$7,000

Students admitted to Carlow with GPAs and/or test scores that fall outside of this matrix will be considered for the University Scholarship.

SCHOLARSHIP KEY:

Trustee Scholarship \$20,000	Presidential Scholarship \$17,000	Provost Scholarship \$13,000	Dean Scholarship \$10,000	University Scholarship \$7,000
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Merit Based Scholarships

Scholarships

- ▶ Start planning early- Most scholarships are due by November of your of your Senior year.
- ▶ **Most of the worthwhile scholarships & College applications will require an essay, so take a writing persuasive or creative writing course. Research essay writing. Get a Grammar skills book.**
- ▶ Any groups you belong may have scholarships (boy/girl scouts, Jack & Jill, Fraternities/Sororities, Churches, products (Cocoa Cola), military, disabled vets, Nurses associations,
- ▶ **I will send out list of scholarships at the beginning of September. If you have any scholarships you are familiar, please send to info@301Panthers.com**
- ▶ The average athletic scholarship is about \$18,000 per student-athlete, based on numbers provided by the NCAA – an amount that typically won't cover annual college costs. Per U.S. News data for 2019-2020, the average tuition and fees at ranked public schools for out-of-state students was \$22,577, and the average cost amounted to \$36,801 at ranked private schools

Scholarships

- ▶ Fewer than 2 percent of high school student-athletes are offered athletic scholarships, but it adds up to over \$3.1 billion annually for DI and DII alone, so there's certainly money out there. However, it's important to understand that most athletic scholarships **are not** full rides. The amount you're offered has a lot to do with your sport and whether it is a head count or equivalency sport.
- ▶ **Head count sports are always full rides.** But they only include revenue sports: for men, that's DI basketball and DI-A football; for women, it's DI basketball, tennis, volleyball and gymnastics.
- ▶ **Equivalency sports usually hand out partial scholarships.** It's up to the coach to divide their scholarship money among athletes. That could mean they offer a full ride to one extremely high-level recruit (although that is rare), or it could mean they spread the money out among multiple athletes, which is much more common. Equivalency sports for DI men include baseball, rifle, skiing, cross-country, track and field, soccer, fencing, swimming, golf, tennis, gymnastics, volleyball, ice hockey, water polo, lacrosse and wrestling. For DI women, equivalency sports include bowling, lacrosse, rowing, cross-country, track and field, skiing, fencing, soccer, field hockey, softball, golf, swimming, ice hockey and water polo. All DII and NAIA sports are equivalency sports.

Athletic Scholarships

▶ Full Ride Scholarships

- ▶ Most student-athletes do not receive a full-ride scholarship—in fact, only 1 percent do. Still, full-ride scholarships are the goal for many athletes, as they typically cover tuition and fees, books, room and board, supplies, and sometimes even living expenses.
- ▶ Full ride scholarships cover more of your educational costs than full tuition, which would be very significant for most families. The best full ride scholarships are comprehensive, taking care of your total cost, including housing, food, books, school supplies, and travel. In financial terms, that means that a university is paying you an average of **\$200,000 or more** per year, depending on the school's tuition,.
- ▶ You can also use the leverage of multiple recruiting offers to get coaches to increase the amount they are willing to give you.
- ▶ Sometimes, just moving down a division level will get you more money. A lower-level recruit for DI might receive a larger scholarship at the DII level.
- ▶ A coach may decide to extend a verbal scholarship offer at various points in the recruiting process. However, these offers are non-binding; they are unofficial verbal contracts between a coach and athlete. Nothing is set in stone until the student-athlete signs their national letter of intent.

Who Gives Out Scholarships

Athletic Association	Number of Schools	Number of Athletes	Maximum Number of Scholarships
NCAA Division I	348	139,063	74,243
NCAA Division II	292	85,385	36,343
NCAA Division III	418	144,062	0
NAIA	260	56,354	25,778
NJCAA	464	53,248	41,195
Other	276	39,737	N/A
Total	2,058	517,849	177,559

Need Based Scholarships

- ▶ Based on the Families ability to pay. This is calculated using the FAFSA (Federal Application For Student Aid)
 - ▶ Can be in the forms of grants, loans, etc.
- ▶ **For Example, Ivy League schools** do not give out athletic scholarships—they only provide need-based financial aid. Coaches can help their prospective athletes obtain financial aid rewards, but they do not have any scholarship money to give out to them. In many cases, Ivy League schools are able to meet the majority of the cost of tuition; In other words, don't let a lack of athletic scholarship dollars deter you from pursuing an Ivy League education as a student-athlete.

College Visits

▶ Official Visits

- ▶ Any visit to a college campus in which any part is financed by the school is considered an official visit. Coaches usually save invitations for their top recruits and getting asked is a huge step on your recruiting journey. It's important to prepare in advance for this crucial part of the recruiting process.
- ▶ The NCAA allows a recruit to make only five visits to Division I schools, limited to one per school. Official visits to DII and DIII schools are also limited to one per school, but there is no limit on total amount of visits.
- ▶ The school can pay for the following for you and your parents/guardians: transportation to and from the campus, lodging throughout your visit, three meals per day and three tickets to a home sports event.
- ▶ Depending on the sport and division level, athletes can begin taking official visits junior year.
- ▶ Each official visit may be up to 48 hours long, or the span of one weekend
- ▶ Official visits are not allowed to occur during recruiting **dead periods**.

College Visits

▶ Unofficial visits

- ▶ Unofficial visits are a great way for student-athletes to get a feel for different college campuses. In the past, going on unofficial visits, or college visits financed entirely by the recruit's family, was the key to snagging an early offer from a coach, even as young as 14 or 15 years old. However, effective May 1, 2019, the NCAA changed its rules around unofficial visits at the Division I level to curb the trend of athletes receiving such early scholarship offers.
- ▶ **A key reason to go on unofficial visits is to evaluate if a college is the right fit for you, especially if you're not yet a junior in high school. Get a campus tour, check out the dorms and get a feel for if you could live there for four years. The best part: Unofficial visits are unlimited and can be taken at any age and at most times throughout the year.**
- ▶ The Club will attempt to plan an unofficial visits for athletes and also plan a bus trip for sophomores, juniors and seniors.

Most asked Questions

▶ Can I still get recruited as a Senior?

- ▶ The answer is **YES**, it is not too late to **get recruited senior year**. It may seem that all players **get recruited** before their last year of high school, but this is not the case and there is certainly opportunity for **you to still be recruited** as an upperclassmen. For most recruits, **athletic scholarships** will be **offered** in their junior year or early in their senior year.
- ▶ Every year, it seems like there are more and more stories about middle school athletes receiving college scholarship offers. Some athletes have made the news by receiving offers when they are **as young as 9 years old!** Early recruiting is a controversial topic, but it's important to understand why and how it works.
- ▶ NCAA Rules Update: New rules passed by the NCAA in 2017, 2018 and most recently 2019 have made it illegal for college coaches to offer scholarships to recruits before August 1 or September 1 of their junior year. These new rules apply to all sports except football, W/M basketball and baseball

▶ Should I / Can I hire a recruitment Service?

- ▶ That's a personal question. However, most of this services the recruitment service provides can be done by the athletes and family. Recruitment services can be very pricey. They cannot talk to coaches on your behalf.

▶ Which Division Colleges should I concentrate?

- ▶ Again a personal choice depending on your academic goals, the money being offered, and the other desires you have for school

Questions??

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Next Steps

- ▶ Research Colleges and Create list of 30 colleges of interest taking into consideration
 - ▶ Academic Major
 - ▶ Athletics
 - ▶ Location (Suburban, Rural, City, Etc.)
 - ▶ Size (under 5,000 students,, over 25,000 students, etc.)
 - ▶ Athletic Program
- ▶ Gather any and all Academic and Athletic Stats
- ▶ Sign up for NCAA Eligibility Center
- ▶ Create Online Profile (twitter, Facebook, Instagram, HUDL, etc.)
- ▶ Film yourself in your specific sport or drills (e.g. virtual Combine)

Next Steps

- ▶ Depending on year in school, begin completing Prospect questionnaires
- ▶ Research coaches emails and phone numbers and begin sending correspondence to coaches of your respective sport.
- ▶ Create One Page Summary Sheet.
- ▶ Talk with your Panthers Coach after you have done your HW, as the Panthers Coaches have various contacts with Colleges and Can help you with recruitment.
- ▶ **Be Proactive**