

HOW TO ENGAGE A WILLING VOLUNTEER

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Bottom Line: *Ask them for their help.*

Few people are self-motivated enough to take the leap without an invitation and encouragement.

Learn about their interests and motivations

- Why do they want to volunteer?
- What committees and listed opportunities sound interesting to them ... and, why?
- What kinds of activities and tasks appeal to them?
- Do they need special incentives?

Ascertain talents and abilities

- What can they offer?
- What skills would they like to use? Where do their strengths lie?
- At what could they be successful as well as helpful to the association?

Discover their level of commitment and availability

- How much time, and in what increments, do they have?
- Do they prefer ongoing committee assignments or working on limited project or with a task force?
- Can they commit to a scheduled program that requires working within a specific time frame or if they need a more flexible opportunity such as making phone calls or writing an article?

How do you keep them engaged?

- Match them with the appropriate task.
- Respect their time and use them well. Don't just "make work".
- Together, develop realistic expectations for success.
- Check in on their progress, and provide back-up and assistance as appropriate.
- Acknowledge their efforts even if they are unable to complete the tasks on time or without additional assistance.
- Provide meaningful (different for everyone) recognition for their contributions.