WHY PEOPLE VOLUNTEER

To:
- Help others
- Make new friends
- Learn new skills
- Test out career options
- Gain work experience
- Develop personal leadership ability
- Belong
- Be recognized
- Develop new skills
- Be part of a team
- Receive professional training
- Be creative
- HAVE FUN

And Why They Don’t
- Fear of commitment
- Not enough time
- Bad volunteer experience in the past
- Lack understanding of, or interest in, organizational life
- Not part of important personal or community values
- Too many organizations competing for a person’s time
### WHO VOLUNTEERS & WHY

#### How To Provide For Volunteer Needs

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<th>WHY VOLUNTEER?</th>
<th>WHO VOLUNTEERS?</th>
<th>WHAT ARE THE BENEFITS TO VOLUNTEERS?</th>
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<td>Motivating Factors - Typical Reasons Why People Volunteer</td>
<td>Example of Segment of Population Citing the Motivating Factors in Column One.</td>
<td>How a Volunteer Program Can be Designed to Meet Needs of Volunteers Listed in Column Two</td>
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<tr>
<td>To meet other people, to feel needed, to belong</td>
<td>Parents with young children; newcomers to town; single people; recently widowed; those without family.</td>
<td>Provide opportunities for socialization, team jobs, create safe and friendly atmosphere, arrange after-hour get togethers.</td>
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<td>To gain work experience, to test alternate careers, to develop business contacts</td>
<td>Students, women re-entering the work force, people wanting to change careers; those under or unemployed</td>
<td>Keep accurate record of volunteers’ work and evaluations for future job references; offer letters of recommendation; provide a variety of career related volunteer jobs; provide skills training and share information about job evaluation.</td>
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<td>To work for a cause, to put ideas into practice</td>
<td>Environmentalist, feminists, community service workers; people concerned about health or educational issues</td>
<td>Design volunteer jobs that involve working with ideas, such as preparing reports, proposals or newsletters; provide opportunities to do public relations, set up a pilot project or invite volunteer to become a board member.</td>
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<td>To overcome powerlessness, to gain responsibility, to develop confidence, to be more adult</td>
<td>Youth, people with sheltered lives; shy and unassertive people, people coming through emotional crisis</td>
<td>Provide a progression of volunteer jobs with increasing responsibility; offer support and encouragement, recognize and reward porgies; provide training.</td>
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<td>To fulfill requirements of a program, education course, court referral or the Community Incentive Program</td>
<td>Parents of children in a program; high school students, university students in social work or recreation, youth on probation, social assistant recipients</td>
<td>Make program structure and expectations clear; provide support a required; have short term jobs available.</td>
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<td>To gain or improve skills, to learn new things, to explore an interest area, to challenge oneself, to achieve personal growth</td>
<td>People with ideas, self actualizers, mature self confident people, achievers</td>
<td>Develop creative volunteer jobs; let volunteer design own job; offer specialized training and provide opportunity to become board member.</td>
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<td>To gain recognition, to develop esteem</td>
<td>Future community leaders and highly social people establishing their careers or changing their status; youth</td>
<td>Provide high profile volunteer job requiring public speaking; provide rewards for accomplishments.</td>
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</tbody>
</table>
WANT DO VOLUNTEERS WANT?

- Good working conditions
- A sense that they are valued
- An opportunity for personal growth
- A challenging task
- A chance to use their special skills
- Fellowship and friendship
- Recognition for work well done
- A caring and compassionate supervisor
- A chance to make decisions about factors that affect them
- Being able to be involved in an issue important to them