# Solutions to Volunteer Challenges

| Burnout | Bring in new key volunteers (avoid the “Same Six Syndrome” where the same people take on all the responsibility for every event)  
| Don’t overload key volunteers  
| Make the process of volunteering as easy as possible  
| Get to know volunteers personally; check in regularly  
| Encourage breaks between projects  
| Recognize and appreciate volunteers in a variety of ways |
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| Lack of Challenge or Lack of Engagement | Celebrate small successes  
| Provide constant reminders of how each task contributes to the big picture  
| Offer a choice of tasks  
| Have volunteers work together in teams  
| Switch roles and responsibilities from time to time (keep volunteers fresh)  
| Ensure and encourage fun (during planning and at the event) |
| Lack of New Leadership | Promote volunteer roles as learning opportunities  
| Recruit episodic volunteers strategically  
| Hold informational meetings about key volunteer opportunities  
| Provide mentorship to those who are interested in a new role  
| Recognize and encourage leadership qualities  
| Empower volunteers at every opportunity  
| Get to know volunteers (their skills, interests, career path, etc.)  
| Develop a leadership progression (i.e. episodic → crew leader → key) |
| General | Plan well – make sure your vision can (a) be achieved and (b) shows progress in small steps and by the end of the event day  
| Set expectations with good materials – project outline/description, position descriptions, sensitivity to time factors  
| Provide solid training and orientation  
| Be organized and prepared at every step  
| Give volunteers as much ownership as possible  
| Communicate openly and often  
| Build fun, food, and recognition into every project and every aspect of the activity  
| Appreciate and recognize all volunteers in a variety of ways |