

Solutions to Volunteer Challenges

Burnout	<ul style="list-style-type: none"> ▪ 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
Lack of Challenge or Lack of Engagement	<ul style="list-style-type: none"> ▪ 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	<ul style="list-style-type: none"> ▪ 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	<ul style="list-style-type: none"> ▪ 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