



New Styles of Volunteering

Lesson Author(s) and Institutional Affiliation:

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Abstract:

This lesson describes four basic categories of volunteer service - Traditional, Serendipitous, Social-Change and Entrepreneurial based on the Multi-Paradigm Model of Volunteering and offers tips for managing these volunteer types.

Lesson Title: New Styles of Volunteering

Objectives:

- Describe the Multi-Paradigm Model of Volunteering
- Describe four forms of volunteer service
- Describe implications for managing non-traditional volunteers
- Teach participants to tailor recruitment or recognition efforts based on different volunteer styles.

Advance Preparation:

- Review the materials provided; Approximately one hour of preparation time

Materials Needed:

- Projector for PowerPoint slides
- “New Styles of Volunteering” PowerPoint Presentation
- Copies of Self-Assessment Activity

Time Needed:

- 40 minutes

BACKGROUND

Volunteer service is normally defined by structured roles and parameters. Because of the increased and widespread variation of civic engagement, volunteers have begun to show interest in working outside of the formalized system and having more personalized experiences. The Multi-Paradigm Model of Volunteering identifies four basic categories of volunteer service – Traditional, Serendipitous, Social-Change and Entrepreneurial. This lesson describes these forms of volunteering and offers tips for managing these volunteer types. Participants will be able to tailor recruitment or recognition efforts based on different volunteer styles.

INTEREST APPROACH

Ask the participants to name some reasons why people who are in their teenage years vs those in their retirement years might volunteer. Discuss some new and personal ways that people can get involved in volunteering.

LESSON

Complete Attachment 1 – Self- Assessment Exercise
Read Attachment 2 - Script for Powerpoint slides
Complete the lesson evaluation.

Tips for Using this with your Council

- Limit the initial interest approach discussion to about 3 minutes.

APPLICATION

If you are volunteering your time, let the leader know which volunteer style characterizes you.

Assign one volunteer style to each group or individual and ask that they write a recruitment message that might be effective for targeting each style of volunteer.

REFERENCES

- Macduff, N. (2006). The Multi-Paradigm Model of Volunteering. *Volunteer Leadership, Fall*, 31-36. Retrieved March 12, 2009, from http://www.volunteertoday.com/ARCHIVES2007/4Q06%20Workshop_Macduff.pdf

Handouts

- Copies of PowerPoint slides
- Copies of Self-Assessment Activity – Attachment 2
- Evaluation form – Attachment 3

PowerPoints

- “New Styles of Volunteering”

Evaluation

- See attached

Attachment 1 - Self- Assessment Exercise Volunteer Styles

Using the scale below, rate each of the 28 statements according to how accurately it describes you. Place a number from 1 to 7 on the line before each statement.

Like me		Somewhat like me			Not like me
7	6	5	4	3	2 1

- 1. I prefer that my work be described by my leader/supervisor.
- 2. My work is predictable.
- 3. I expect information regarding identified lines of supervision.
- 4. I prefer to be included in decisions to make change in the work process
- 5. I prefer defined job responsibilities
- 6. I prefer regular supervision and contact
- 7. I prefer regular communication through newsletters, e-mail and phone calls.
- 8. I prefer stability and incremental change
- 9. I will volunteer on an occasional basis
- 10. I have little patience with those who dictate to me.
- 11. I like organizing teams of people to address an issue or problem.
- 12. I will work with an existing organization, but under a loose connection.
- 13. I prefer to have an idea about what service is needed and then figure out how to provide it on my own or with a small group.
- 14. I need to design my own tasks or service, in consultation with the organization.
- 15. I often seek to get involved in something new to meet needs of the community.
- 16. I prefer not to have a specific job assignment to begin working.
- 17. I prefer to see change as a result of my work.
- 18. I seek to create new solutions for existing problems.
- 19. I prefer participating with groups of people to revolutionize the way in which programming or services are done.
- 20. I expect conflict and I am motivated by it.
- 21. I prefer working with people who seek change.
- 22. I am most effective at service and improving the work process in my own way.
- 23. I have an intense personal desire to do justice my way
- 24. I prefer to work independently.
- 25. I am unhappy in traditionally organized volunteer programs with forms, applications and discussions about service.
- 26. I am outgoing and willing to confront people when in conflict.
- 27. I am considered to be credible because I do a good job and come through for people.
- 28. I usually take the lead in suggesting doing things differently.

To determine your volunteer style: (1) In the blanks, place the number from 1 to 7 that represents your score for each statement. (2) Add up each column of “Your Scores.” (3) Circle the volunteer style that received the highest score. The higher the total number, the stronger is the personality dimension that describes your volunteer style.

Traditional	Your Score	Serendipitous	Your Score	Social-Change	Your Score	Entrepreneurial	Your Score
1		8		15		22	
2		9		16		23	
3		10		17		24	
4		11		18		25	
5		12		19		26	
6		13		20		27	
7		14		21		28	
Total		Total		Total		Total	

Traditional	Serendipitous	Social-Change	Entrepreneurial
Work done is predictable	Prefers stability and incremental change	Seeks something radically new —based on his/her perceptions of the unmet needs of members, clients or communities	Regard themselves as self-appointed doers of good
Identified lines of supervision is expected	Serves on an occasional basis	Does not need a specific job assignment in an organizational context to begin working	Act outside of the boundaries of organized or formalized volunteer programs
Volunteers are comfortable with incremental change	Have little patience with those who dictate to them	Seeks to create new systems and solutions for existing problems and contributing to the larger society	Have an intense personal desire to do justice their way
Volunteers prefer to be included in decisions to make change	Organizes teams of people to address an issue or problem	Is motivated by innovation and change	Work to facilitate radical change one person at a time
	Works with an existing organization, but under a loose connection		Enact change by working independently without personal gain
	Needs to have an idea about service and then figure out how to provide it on their own or with a small group		

Attachment 2 – Script for PowerPoint slides
Introduction to the Volunteer Styles
By Della A. Baker

Slide 1 – Volunteer interest and styles have become more varied throughout the years. The way people work today is different from 20 years ago. For instance, there is flex-time, job sharing, consultant work, telecommuting and seasonal work.

Slide 2 – Read the list of objectives

Slide 3 – A Multi-Paradigm Model of Volunteering has been created by Nancy Macduff and others to try to clarify some basic categories of volunteering and measures these categories against two continuums of volunteer behavior. One continuum shows a volunteer category's degree of subjectivism to objectivism and the other reflects its degree of stability to radical change. Macduff says that volunteers do not normally fall into just one category, but somewhere along each of the two continuums.

Understanding these styles can help managers in matching volunteers with meaningful and relevant jobs and allow the volunteers to thrive in areas of volunteering that interest them.

Slide 4 –The first style is the traditional way of volunteering. With this style of volunteering...(Read the slide.)

Slide 5 –To manage traditional volunteers, it is helpful to have the following: (Read the slide.)

Slide 6 –The second style is the serendipitous style of volunteering. These volunteers...(Read the slide.)

Slide 7 – Read the slide.

Slide 8 – Read the slide.

Slide 9 – The third style is the social change style of volunteering. The Social Change Volunteer...(Read the slide.)

Slide 10 – Read the slide

Slide 11 – To manage the Social Change Volunteer, consider that...(Read the slide).

Slide 12 – Other points you should know are...(Read the slide).

Slide 13 – The fourth style in the new model of volunteering is the Entrepreneurial Volunteer. They...(Read the slide.)

Slide 14 – (Read the slide.)

Slide 15 – You can read a full article about this Multi-Paradigm Model of Volunteering by going to the site listed on this slide.

Now that you have completed your assessment and have an understanding of the four volunteer styles, which best describes your volunteer style? What is your strongest and weakest dimension? Do you tend to lean in the subjective or objective areas?