

# Matching the Volunteer with the Job

## **What has this person done well?**

People tend to volunteer for a task which is similar to one they have performed before.

## **What does this person like to do?**

Too many times the volunteer is eagerly accepted to fill a spot to suit the organization's immediate need, but the real needs of the volunteer are never known and the person's real skills are never used.

## **What would the person like to do better?**

People join volunteer efforts to develop their skills. Help them determine how their involvement will benefit them.

## **With whom would he/she like to work?**

Often the prospective volunteer has been encouraged to enroll by someone already engaged in the work. Or perhaps the volunteer is hoping to meet new friends or get to know an influential leader.

## **What are the person's aspirations?**

Determine the possible objectives of the individual as you speak with the volunteer.

## **Does the person see the value of the task?**

Ensure that the prospective volunteer sees the meaning and importance of the work.