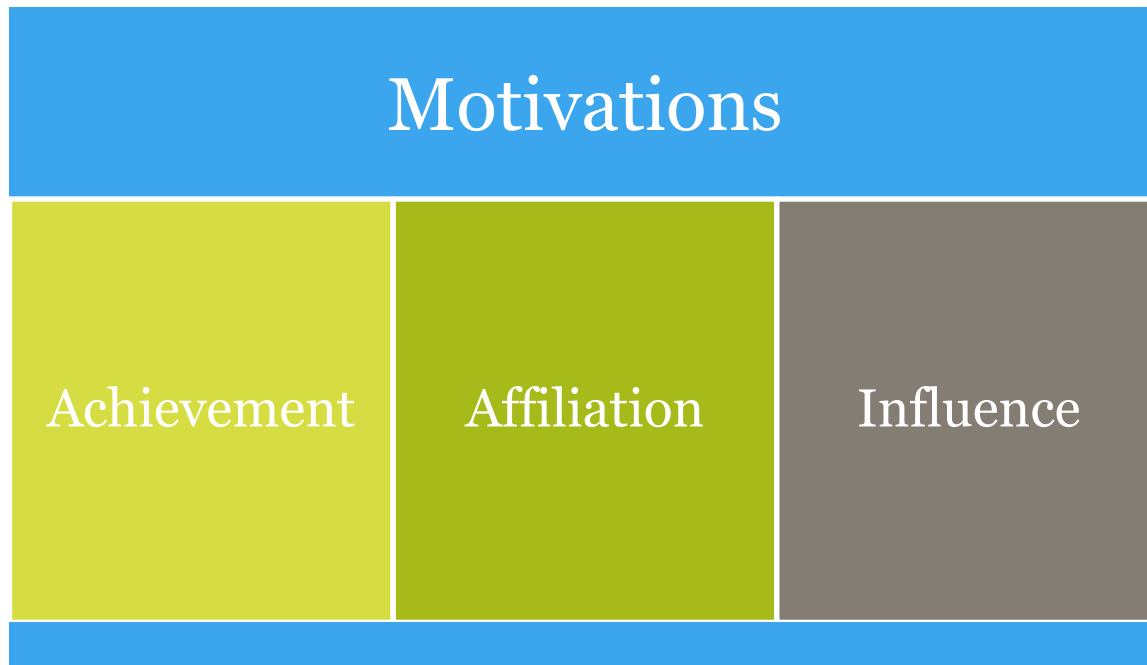


# Understanding Volunteering



## *Exploring the Heart of the Volunteer Sector*

### **McClelland's Social Motivators**



#### **Achievement Motivations**

- Desire for excellence
- Want to do a good job
- Need a sense of accomplishment
- Want to advance
- Desire feedback

#### **Influence Motivations**

- Likes to lead
- Enjoys giving advice
- Likes influencing an important project
- Enjoys job status
- Like to have their ideas carried out

#### **Affiliation Motivations**

- Like to be popular
- Like to be well thought of
- Enjoy and want interaction
- Dislike being alone in work or play
- Like to help others
- Desire harmony

# Understanding Volunteering



## *Exploring the Heart of the Volunteer Sector*

### **Social Motivators Worksheet**

**Directions:** Your group has been assigned one of the social motivators. As a group, discuss the following questions in relation to this social motivator.

1. What types of volunteer positions will appeal to a person with this type of motivation?
2. What types of management and supervisory strategies do I need to use to support a volunteer with this motivator?

Record your answers on flip chart paper. Select a reporter to tell the rest of the class what you have decided. Use the table below to record answers for all three social motivators.

	Achievement	Affiliation	Influence
Volunteer positions			
Management and supervision strategies			