**Think about motivation**

Development of the volunteer. Some people will be happy to come in week in week out carrying out the same role. Other people thrive on fresh challenges.

Named person for people to take problems to. Also responsibility for ensuring that volunteers have work to do, now what they are doing.

**Motivations for volunteering**

Being aware of a volunteer’s motivations is a useful tool to have, as it can help to steer the volunteer’s journey during their time with your organisation. An informal chat at the recruitment stage can be a helpful way of discovering a person’s motivations for wanting to volunteer with you.
Such motivations can include:

* Learning new skills
* Using existing skills
* Addressing a specific problem in the community
* To have fun
* Gaining ‘work’ experience
* Feeling useful
* Getting out of the house
* Making new friends

If these needs are not met by volunteering with you then the volunteer will either move on to another organisation or into a different activity altogether. Therefore it makes sense to find out what these motivations are, and monitor how well they are being fulfilled.

**Changing motivations**

Remember too that motivations can change over time, which makes communication with volunteers very important. Someone might start volunteering to improve their cv, but decide to stay because they enjoy the company of the people they work alongside. Most of us like to feel that we're a part of something. If volunteers feel marginalised they are less likely to want to continue volunteering with your organisation. By talking to volunteers, both informally and as part of supervision meetings, you can keep track of their motivations, and if possible adapt their role to continue meeting them.