

# ASSESSING STAFF COMMITMENT TO PARTNER WITH VOLUNTEERS

	Yes	Partially	No	Need to learn more
<b>Clarity</b>				
1. Do you understand what is expected of you concerning the supervision of volunteers in our organization?				
2. Are your responsibilities concerning volunteers in your job description?				
3. Were you told the purpose and philosophy of volunteer involvement at staff orientation or another appropriate time?				
4. Are you evaluated on how effective you are in working with volunteers in your performance appraisals and consideration for promotion?				
<b>Competence/Support</b>				
1. Do you have experience being a volunteer and/or partnering with volunteers elsewhere that you can apply to working with volunteers here?				
2. Do you understand basic theories and the skills of volunteer supervision?				
3. Do you have the skills to partner successfully with volunteers?				
4. Is training in volunteer supervision currently available to you?				
5. Do you have enough time to support volunteers in their work?				
6. Do you have whatever space, supplies, materials, or resources needed for volunteers to share in doing the work in your unit?				
<b>Influence</b>				
1. Have you been involved in planning of the volunteer opportunities offered?				
2. Is there encouragement for innovation/creativity in executing volunteer activities?				
3. Are you asked for feedback on volunteer performance/projects as they evolve?				
4. Are you involved in evaluating volunteer work?				
<b>Appreciation</b>				
1. Are you formally recognized for outstanding work with volunteers?				
2. Are you informally recognized for your support of volunteers/volunteer office?				
3. Is there a staff appreciation day at the agency?				