

HOW TO BUILD VOLUNTARY WORK PROGRAMS DURING THE CRISIS

Guidelines

1. To define mission, vision and values (helps to find people with the same attitudes)
2. To make a plan (helps to get ahead, to not become stuck)
3. Be responsible (do what you say)
4. Show respect (increases motivation)
5. Include the society around (only some people become volunteers, but overall the attitude of the society involved is very important)
6. Do not diminish and devalue initiatives of people around you
7. Look for support from the government and local government
8. Look for support from the private sector

Why should we do it?

To stay stable during a crisis: it is based on the local society, people with trustworthy networks and resources. Building such groups is important at any time and they can especially help when a crisis comes.

How to start a new program?

Define the needs

What are the needs to be fulfilled? Is it food deliveries? Emotional support? Who are the people in need?

Make the group of supporters

Look around and find people who think the same way as you, do not keep all the work for yourself. You need to build a team composed of members who have the same ideas. The pandemic showed that we can work virtually, that we do not need the time or a place for group meetings in an office. We can use WhatsApp groups, e-mail groups, Facebook or Instagram groups.

Give support and time to those who are ready to learn

First outcomes arrive slowly, therefore there is no need to stress about it. Changing habits and making contacts with new people, gaining new volunteers, all takes time.



The right motivation

To be considerate of other volunteers and think more how to motivate them.

To be more knowledgeable, work with personality tests and find the right motivation of every member of the team:

Lumina Splash test:

<https://www.luminalearning.com/partners/latvia-riga/en/Splash>

16 personality test:

<https://www.16personalities.com/freepersonality-test>

Gallup Clifton test:

<https://www.gallup.com/cliftonstrengths/en/253850/cliftonstrengths-for-individuals.aspx>

To evaluate the stage of the lifecycle of your organisation:

<https://hr.mit.edu/learning-topics/teams/articles/stages-development>

To work on the team expectations about the current development point:

<https://thecultureguy.co.uk/fivedysfunctions-questionnaire/>

Three main motivators for volunteers

People want to help others – important to show that society gains from the voluntary work of every person;

To show the world that being a volunteer is good. The private and public evaluation of the volunteers;

The joy of acquiring new skills. This works for young people who are at the beginning of their work experience.

What not to do?

Do not lose reliance.

Do not take on too much yourself. Every person in a team must fulfil their own obligations. Starting to work with newcomers is a challenge that creates the possibility to grow together. Be flexible about new challenges which arise. Do not become stuck, but look for new supporters, financing, donors and new technologies. It is good to accept youngsters as a part of your team to start learning new technologies and ways of thinking.