

Volunteer Recognition

Recognizing volunteers is crucial for retaining these essential workers. Volunteers will participate in your league as long as they believe their work is accomplishing something, they are appreciated and their contribution makes a difference.

P.S. The key to keeping volunteers engaged in your organization is to determine what motivates them and then to recognize them based on their motivations.

Motivation	Recognition or Support
To contribute to a particular cause ...	<ul style="list-style-type: none">• Demonstrate how involvement is contributing to a cause• Sharing stories of how contributions are making a difference
To utilize skills & experiences ...	<ul style="list-style-type: none">• Ensure proper placement of volunteer• Ensure the best use of volunteer skills, experiences and time are considered
To socialize with others ...	<ul style="list-style-type: none">• Provide recognition opportunities that have a social component• Ensure volunteer is in a team setting and not working in isolation
To gain new skills or improve job opportunities ...	<ul style="list-style-type: none">• Provide training or skill improvement opportunities• Provide references• Job coaching or mentoring opportunities

There are two types of recognition methods that should be built into your volunteer program:

Spontaneous recognition: is best used to recognize a volunteer's involvement and contribution immediately. It does not generally need a lot of planning, but make sure that the recognition is offered very soon after the job is completed.

Organized recognition: is a more formal way to recognize volunteer contributions. It usually involves a larger, organized event and demonstrates that volunteer contributions are valued by the organization.

Whatever form your recognition takes, remember that individuals react differently to public recognition. Diverse personalities, values and cultures all influence appropriate recognition. Be sure to learn more about – and to respect – others' choices.

P.S. Ask your volunteers what forms of recognition they would appreciate – and build their answers into your recognition.