

## 4-H Master Volunteer Program

# Reasons for Volunteering

We all want to be the best at something or if not the best, at least the best we can be. The Master Volunteer Program allows volunteer leaders to receive specialized training and information above and beyond that of their counterparts. The training is not limited to the specialized project areas. It includes age appropriate activities, developmental stages of youth, fund raising and many other skills needed to effectively work with 4-H groups.

Of course, subject matter expertise is of the utmost interest to most volunteer leaders. The Master Volunteer is designed to make sure that a leader who completes the program feels confident and proficient in a specific subject matter area. Through the use of experts and innovative teaching material, the Master Volunteer candidates will be trained in the latest industry trends and technical information.

Respect from ones peers and the youth of the 4-H Program will surely play a part in the decision of a volunteer to complete the training program. As a trained individual, the Master 4-H Volunteer will be recognized as a source of information. This respect being called upon in this manner carries with it a sense of status.

Ultimately, a Master Volunteer will volunteer their time to benefit youth. As often is the case, their own children are involved with the 4-H program and by becoming a Master Volunteer, they will realize that the expertise they have obtained will benefit their own children. For the truly virtuous volunteer, it will be the sense of accomplishment they feel by working with all youth.

## What Motivates a Volunteer

### Power / Affiliation / Achievement

*Volunteer Tool Box Training Lesson #7, Handout #7*

#### **Power Motivated Person:**

In general, a power motivated person likes to have an impact or influence on others.

##### **Characteristics:**

- Is concerned for reputation or position (and what people think of his/her power and influence);
- Gives advice (sometimes unsolicited);
- Wants his/her ideas to predominate;
- Has strong feelings about status and prestige;
- Has a strong need to influence others, to change other people's behavior;
- Often is verbally fluent (sometimes argumentative);
- **Sometimes** seen by others as forceful, outspoken and even hard-headed.

##### **Spends time think about:**

- Influence and control he/she has over others;
- How he/she can use this influence to win arguments, change people, gain status and authority.

### **Affiliation Motivated Person**

This person generally likes being with someone else and enjoying mutual friendship.

#### **Characteristics:**

- Is concerned with being liked and accepted - interpersonal relationships;
- Needs warm and friendly relationships and interaction;
- Is concerned about being separated from other people (definitely not a loner).

#### **Spends time thinking about:**

- Wanting to be liked and how to achieve this;
- Consoling or helping people;
- Warm and friendly relationships;
- The feelings of others and him/herself.

### **Achievement Motivated Person**

The Achievement Motivated Person wants to achieve success in a situation which requires excellent or improved performance.

#### **Characteristics:**

- Is concerned with excellence and wants to do personal best, sets moderate goals and takes calculated risks;
- Likes to take personal responsibility for finding solutions to problems;
- Has desire to achieve unique accomplishments;
- Is restless and innovative, takes pleasure in striving;
- Wants concrete feedback

#### **Spends time thinking about:**

- Doing the job better;
- Accomplishing something unusual or important;
- Advancing his/her career;
- Goals and how he/she can attain them and obstacles and how he/she can overcome them. (To illustrate – Sir Isaac Newton was once asked how he ever discovered gravity and he matter-of-factly replied, “By thinking about it all the time!”)