

Assessment



Are your leaders serving in the right roles?

Sometimes this is obvious. You have an introvert greeting at the drop-off area or you have your most skilled emcee writing emails. Sometimes, you can easily recognize the need to switch roles.

Most of the time, it is not that easy. Most of our volunteers are not experienced and do not naturally know how to put themselves in the best place to serve. Here are a few tools that you could use to help maximize your volunteer's strengths and giftings.

Volunteer Accelerator by YM360- This is a rather expensive option, but the Volunteer Accelerator allows you to personalize your volunteer opportunities, send surveys to learn the strengths of your volunteers and maintain a database of their information.

Working Genius- This is the most helpful tool to increase team fulfillment and productivity. The Working Genius assessment is 20% personality and 80% productivity. People who understand their genius show up to work happier, are more effective and play well with others.

Why should you give your volunteer team this assessment?

- You will understand why they have been successful or unsuccessful in past assignments and roles.
- You will clarify which types of work give joy and energy and which types are draining and difficult for each individual.
- You will avoid making unfair and inaccurate judgments about one another's motivation.
- You will alleviate guilt about struggles people have with certain types of work and tasks.