

TO BE or NOT TO BE A VOLUNTEER IN SCOUTING

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Topic: Motivation in volunteering in scouting

Goal(s):

- O1. Participants will be become aware and share their personal **motivations** for volunteering;
- O2. Participants will discover the diversity of **benefits** to embrace;
- O3. Participants will leave with a clear personal **intention** how to be involved in the organization.

Target group: Adult volunteers in the local scouts organization, 18-50 ages

Material:

- Sticky notes in different colours
- Markers
- Flipchart
- Tape
- Compass worksheets for each participants

| What & Why | How | Time (mins) | Who |
|--------------|---|-------------|-------------|
| Introduction | <p>Trainers presentations</p> <p>Short definition of scouting: elements of scouts method (NFE)</p> <p>Importance of adults in scouting AND WHAT VOLUNTEERING IS FOR YOU</p> <p>“You are here to test ... you will be put in a rol...”</p> <p>Activities description: detailing specific scouts events AND provide a scheme showing the volunteering</p> <p>The facilitator will sum-up some thoughts and ideas will pop-up.</p> | 5 | All Seba |
| Activity 1 | <p>Ice breaker</p> <p>Motivation circle: participants stand in a circle. The facilitator says: “Step ahead if you resonate with the following questions/sentences and come back to your place before the next one”. Minimum 5 questions will be raised:</p> <p><i>The facilitator can elaborate on the options and ask to share: WHY DID YOU DO IT? WHY DID YOU CHOOSE IT?</i></p> <ul style="list-style-type: none"> A. Have you ever worked with kids? B. Have you ever slept under the stars? C. Have you ever organized a summer camp? D. Step ahead if you came with enthusiasm E. Step into the circle if volunteering has brought joy for last months F. Step ahead if you asked yourself why I’m doing it (volunteering) G. Step ahead if you have a strong motivation for being here H. Step into the circle if you are seeing your are seeing yourself doing it in a future time <p>The facilitator briefly share the goal: „We are doing volunteer activities with scouts. We won't be discussing if we are volunteers. In fact, we would like to focus on “WHY”?</p> <p>We would like to explore our motivations, contribution and benefits using this workshop to understand what is keeping us doing it and how to preserve our energy.</p> | 10 | Ioan |

| Activity 2 | <p>Brainstorming and Reflection</p> <p>Exploring Motivations</p> <p>Individual brainstorming on sticky notes (7 min) Facilitator will distribute different sticky notes to the participants.</p> <p>Questions: "What kind of reasons do you see for volunteering (in Scouting)? E.g. guiding young and children during activities...; certain physical activities with young, hiking Think of concrete moments, feelings, values."</p> <p>Paring</p> <p>We will ask participants to <u>share their response and the facilitator will reformulate and write the main idea of each participant</u> related to the motivations and the on the flipchart (5 min)</p> <p>Exercise to evaluate the importance and the adherence of the motivations shared by the participants, the facilitator will make a circle with different color (or mark croce on the same idea). If there are more than 6-7 participants in the group, a "Scale" to evaluate the agreement to some statements can be also used: "every time you see a motivation that resonates for you, please show by enlanging the hands horizontally..." Guided reflection (5 min)</p> | 15 | Ioan | | | | | | | | | | | | | | | | |
|--------------------------------|--|-------------------|--------------------|------------|-------|-----------------|-------|------------------------|-------------------------------|--------------------------------|------------|------------------------|-------------------------|----------------------|-----------|----------------------------|--------------------------|----|-------|
| Activity 3 | <p>Analyzing Benefits</p> <p>Role play: the facilitator will ask participants to imagine they are leaders and taking care of patrol of young scouts. "You need to organize a camp. What do you need to make it work? What are you able to offer and what should it bring to you?"</p> <p>To turn the discussion to the BENEFITS, the facilitator will ask about it: Do you know what are the benefits for you? Could you name a few?</p> <p>The participants will pop-up with ideas and the facilitator makes the link to the list of benefits.</p> <p>Short theoretical framework (5 min) would be presented on the flipchart by showing the most important benefits for volunteers in scouting:</p> <table border="1" data-bbox="300 1355 1289 1877"> <thead> <tr> <th>Internal/abstract</th> <th>External/Practical</th> </tr> </thead> <tbody> <tr> <td>Leadership</td> <td>Venue</td> </tr> <tr> <td>Personal Growth</td> <td>Brand</td> </tr> <tr> <td>Community contribution</td> <td>Methodology (incl Ressources)</td> </tr> <tr> <td>Organizational/planning skills</td> <td>Networking</td> </tr> <tr> <td>(Space for) Creativity</td> <td>Nature & Outdoor skills</td> </tr> <tr> <td>Communication Skills</td> <td>Trainings</td> </tr> <tr> <td>Sense of Purpose (meaning)</td> <td>International Experience</td> </tr> </tbody> </table> <p>Quick voting: will share coloured post-it to write down the benefits that resonate with each participants statement. The facilitator would end the activity by emphasising that there is for each of us something to gain.</p> | Internal/abstract | External/Practical | Leadership | Venue | Personal Growth | Brand | Community contribution | Methodology (incl Ressources) | Organizational/planning skills | Networking | (Space for) Creativity | Nature & Outdoor skills | Communication Skills | Trainings | Sense of Purpose (meaning) | International Experience | 15 | Tania |
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| Leadership | Venue | | | | | | | | | | | | | | | | | | |
| Personal Growth | Brand | | | | | | | | | | | | | | | | | | |
| Community contribution | Methodology (incl Ressources) | | | | | | | | | | | | | | | | | | |
| Organizational/planning skills | Networking | | | | | | | | | | | | | | | | | | |
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| Sense of Purpose (meaning) | International Experience | | | | | | | | | | | | | | | | | | |

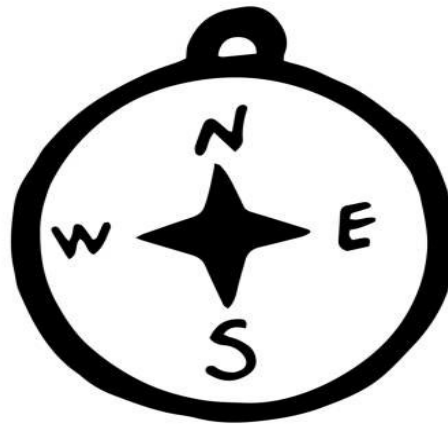
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|--------------------------------------|---|-----|-------|
| Activity 4 | Energizer: <u>sincornized applause</u> All participants will be invited in the circle and will perform an applause in pairs into a clock-wise direction, by applauding once in the same time. If someone in the circle will applaud twice, the direction of the game dynamic will change. | 3-5 | Tania |
| Activity 5 Closing and debriefing | Active experimentation <u>Personal Action Plan and Wrap-up (15 minutes)</u> "My Visible Commitment" (10 min) Participants fill in a compass with their core motivation and answers to: 1. N (Objective): What kind of activity would I organize for my kids group? 2. S (Support): Who do I need? Who can I ask for help? 3. E (Exploration): What new thing would I like to try as a volunteer (scout leader)? 4. V (Value): What kind of my personal contribution would I bring? De-roling moment: to give to participants the opportunity to step out <i>To debrief, the facilitator will ask the participants to say "why they volunteer, beyond obligation..."; "how was it for you?", "what did you find out?"</i> | 10 | Seba |
| Total time: | | 60 | |

Suggestions for next time:

MY PERSONAL PLAN AND MY MAIN MOTIVATION

NORTH - THE OBJECTIVE

What kind of activity would i organize for my group ?



W – VALUES

What kind of my personal contribution would i bring?

EST - EXPLORE

What new thing would i like to try as a volunteer/scout leader?

SOUTH – SUPPORT

Who do I need? Who can i ask for help?