

# **Welcome to BAS Staff Training**

## **“How to Work with and Supervise Volunteers”**

- Take a set of handouts
- Get settled - coffee and snacks in the back
- Start thinking about your own volunteer experiences

# **Staff and Training Volunteers**

**The degree of commitment a volunteer makes to his or her job is in direct proportion to the degree to which staff has prepared the volunteer for work**

**-Sean McAlea**

**When giving volunteer a task, no matter how small, always be sure to let them know the...**

# **BIG PICTURE**

**How does what they are doing further the goals of the Birch Aquarium?**

**Simple reinforcement statements like this help show the volunteer they are important to our mission and remind them just how valuable they are to us!**

# **Rewarding/Praising Volunteers**

**There are two things that people  
want more than sex and money  
...recognition and praise**

**Mary Kay Ash  
Founder, Mary Kay Cosmetics**

# Rewarding/Praising Volunteers

**Big Rewards**

**Department Recognition**

**Carrots**

**Small Things (that count big)**

# Rewarding/Praising Volunteers

*Small Everyday Things Matter*

Catch them doing something right!

Praise whatever you want more of!

Say Thank You!

The background features several decorative blue ripples of varying sizes, resembling water droplets or sound waves, scattered across the lower half of the slide.

# Volunteer Appreciation Party



**Where do we go from here?**

**What else can we offer our  
volunteers?**



# Tips for Supervising Volunteers

- Teamwork
- Communication
- Feedback
- Personal Interests
- Trust



**Thank you for coming!**

