

# How to Build Volunteerism and Avoid Burnout

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Someone that we respect and care about, may ask us to volunteer for a position. Naturally, we want to please them. Do we say “Yes?”

## Before Accepting

Self qualify yourself for the volunteer position by asking 3 primary value questions: 1) Do you see the offered job as truly in the best interests of others, 2) Can you get the job done, 3) Is the job in an area of meaningful expansion for yourself, also called your interiorly preferred work? The last question is subjective. One person may be interested in doing something that another person is not, and vice versa.

Let me expand. Autonomy is an innate need. We satisfy our innate need for autonomy by operating in an area of meaningful expansion for ourself. This is our interiorly preferred work. Sometimes we feel we are wasting our time, but not when we are operating in our area of meaningful expansion for ourself. Volunteering can be a way to more clearly define our interiorly preferred work. We call this building life skills.

If you get a “No” to any of the 3 questions, tell the answer and save yourself for some other job. By getting a “Yes” to all 3 questions or a “neutral” without a “No,” odds are high that the position will lead to personal happiness for you and a sense of community for every small group of which you are a part.

If you are a recruiting a volunteer, ask the above primary value questions of your prospect. If you get a “No” to any of the

questions suggest your friend save themselves for some other volunteer position.

If you recommend individual happiness or joy even over success of any volunteer project, your credibility will increase. Your friend will know you really care about them.

Avoid a negative feedback cycle. If the community norm is to “Say No First” a burnout death cycle may be occurring.

Recruiters set the norm. Asking the primary value questions nips the negative burnout cycle in the bud. You would be amazed at how volunteerism can flourish. Like sailors eating limes to prevent scurvy, the primary values that satisfy innate needs prevent the scurvy of the human spirit which is decreased motivation. Only by satisfying innate needs may volunteerism flourish.

Abundance is all around us. Doing our interiorly preferred work, brings about that abundance. And if our gift or talent is outwardly directed not inwardly focused, volunteerism builds the common good. The true vibrancy of a community is measured by its volunteers.

The burnout cycle in any community can end with education. The norm of recruiters asking the primary value questions without judging can increase empathy and love. The positive feedback cycle thrives when the norm of recruiters is asking the primary value questions.

## Resources

[Loquate](http://loquate.tv) (16195 S. Liautaud Road, Minong, WI 54859-4444, United States [jeff@loquate.tv](mailto:jeff@loquate.tv) 773-621-0863)