



Maintaining Member Motivation

AmeriCorps VISTA Leader Webinar 1-22-2020

Participant Responses to Chat Activities

What are some reasons that your members lose their motivation or become demotivated?

- Motivation seems pretty correlated to their supervisor. If their supervisor isn't doing a good job, their motivation goes down
- Ideas being shot down by supervisors or community partners
- Feel overwhelmed or become disinterested in the work
- In our area, VISTA stipend provides more \$ than local work options (often unemployment)....as I sat in interview for VM today, this became clear. So motivation doesn't come from service.
- Position is not what they thought it would be
- The service site rerouting their daily tasks away from the VAD
- One of my VISTA members has had some medical issues and has been forced to use all of their leave for medical procedures and check ups.
- members tend to lose some of their motivation at the beginning of their service, due to a change in or different information regarding the position they've been accepted for and what is expected once started.
- A change in staff, VAD activities not clearly defined.
- Agreed-they come in very inspired to do good work and the organization stops a lot of their ideas
- Too much or too little to work on.
- Only been serving 2 days, so haven't seen demotivated yet
- Member's supervisor isn't giving them tasks related to their VAD.
- supervisors are difficult people to work with
- Compassion fatigue
- the site staff not understanding the member's role and not attempting to try and understand their role, position, project, etc.
- I've noticed struggles with supervisors/coworkers - not sure what their role is when a person was recently hired to do something similar.
- Lack of motivation with VISTA - not interested in creating a strong cohort, lack of interest in professional development meeting.
- Assignment isn't what they expected/not as exciting as they hoped
- Term coming to a close
- also feeling like other vistas have better assignments than they do

How can we promote or provide these seven key conditions and opportunities for our VISTAs in an intentional way, by design?

Autonomy – Abilities-driven – Alignment with life purpose – Active Engagement

- We have to build a relationship of trust first

- Check in with VISTAs monthly on their Performance Measure/ VAD progress. Have them talk about what they're doing right and where they're struggling. (Active Engagement and Autonomy)
- Autonomy: Effective training and integration into site (own worksite, email, workspace, formal introduction)
- taking the time to get to know members and their abilities, skills, desires, goals, etc. to even get to the point that I can promote and help them get to a place to self-promote these first 4 conditions
- autonomy: during monthly cohort meetings, the VISTA hosting at their organization picks our social justice or professional development topic/ speaker. I ask them to reach out so that they can network as well
- Autonomy- Having VISTA members create their own work plan from their VAD
- Autonomy - I encourage my VISTAs to take ownership in our program itself. We are building a social media presence and have a blog space. When they mention ideas in our one-on-one but they can't bring that idea to fruition at their site, I try to find a way our program can host that idea.
- Abilities Driven: Our site has ALL members take the Strengths-based assessment. We incorporate this into our TRAINING! It has been absolutely one of the best tools we've included! In fact, we also invite volunteers to participate.
- Autonomy: Have the VISTA contribute to making the VAD projects align with the overall project goals.
- Autonomy: We always use name tags, so nobody feels left out. First step to relationship: know the person's name.
- AUTONOMY: I like to ask them periodically for their ideas re: what they want to have trainings about, so they've been the ones who really build our training schedule for the year. When they share events coming up I have them reach out to email to the cohort announcing it.
- Autonomy: We Invite VISTA members to create their own professional development plans
- Alignment with life-purpose: My strength in Fairbanks is being a resource coordinator. I have a lot of contacts and know a lot about various agencies, so I try to make those connections for my VISTA when I hear about their future goals. However, some of my VISTAs aren't sure what their future holds - in those cases, I actively listen to hear hints that they might not even be aware they are giving.
- Alignment with life purpose- We have a Service Plan document that VISTAs fill out at the beginning of their term that asks about why they chose to serve and what they are looking to get out of service.
- Active engagement: I have created feedback forms in Google Forms for our prof. dvlpt. meetings to hear what our VISTAs think worked, what didn't, what they'd like to see in the future. I don't get 100% participation on those, but they have the avenue to direct the program.
- ACTIVE ENGAGEMENT: Our VISTAs are encouraged to host/facilitate trainings. At our St. Cloud retreat the three St. Cloud VISTAs led roundtable discussions about their projects. This spring a VISTA and their supervisor will be facilitating a training around diversity, equity and inclusion.
- Alignment with life purpose: as our organization is a faith-based grass roots movement, we've found that the recruiting/interviewing process is key to moving forward. We've found when a person's passion aligns with their work, it creates a stronger team. NOTE: we are very respectful of other's beliefs and welcome diversity. However, misalignment can create chaos on a team.
Summary: full-disclosure to mission/vision of organization!

- Active Engagement: We have the CREW app. VISTAs can communicate their accomplishments and share pictures of their service.

Accomplishment – Advancement – Acknowledgement

- I try to set an example of acknowledging myself and others so that it's seen more as a norm to do so. Success and accomplishments need to be acknowledged and sometimes we forget to even recognize ourselves in the process
- Acknowledgement- We sent out holiday care packages to thank VISTAs for their service.
- Accomplishment: We have a monthly newsletter where I brag about our VISTA work. I also try to encourage bragging about "small" wins in our biweekly cohort meetings.
- Accomplishment & Acknowledgement: I recently read "How full is your bucket?" and have taken it upon myself to fill our team members' bucket--without making a big deal about it! Fills MY bucket. . . and adds a little something without a great deal of fanfare!
- Acknowledgement and advancement: I am part of a state advisory group regarding national service but it's heavily S/N focused. I'm trying to help educate the organization about the VISTA members I work with as well as trying to identify other VISTAs throughout the state so their service can be recognized as well.

What will you do to apply what we have discussed?

- I liked the VISTA members generating their own workplans
- I like the idea of focusing on their future goals as well during our one on one meetings
- There were some great ideas offered! Looking forward to reviewing. . . and perhaps implementing some of them to fit our program!
- Yeah, I like that idea of them making their own work plan. We build in focusing on their future goals during one-to-ones but I'll continue to intentionally speak about that in my future conversations with the VISTAs.