

Culture Track

Volunteer Personal Plan

ved: _____

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ne Assessment Toolkit Introduction

ardest things anyone can do is to change themselves or their way of life. Most people find that making char

journey. We can see this journey as a series of steps. Some of the steps we take give us more obvious bei

k Volunteer Personal Plan is used to help volunteers on the scheme see where they are in this journey and need, now and at regular points during their time on the project.

plan is the Outcome Wheel where the volunteer and key worker will agree the steps required for personal d
made up of key learning outcomes for the programme. Together the volunteer and worker will map their p
s through their programme of activity – allowing travel to be identified at review stages and thereby quantifi
and project wide basis.

HOW STRONG IS YOUR CONFIDENCE?

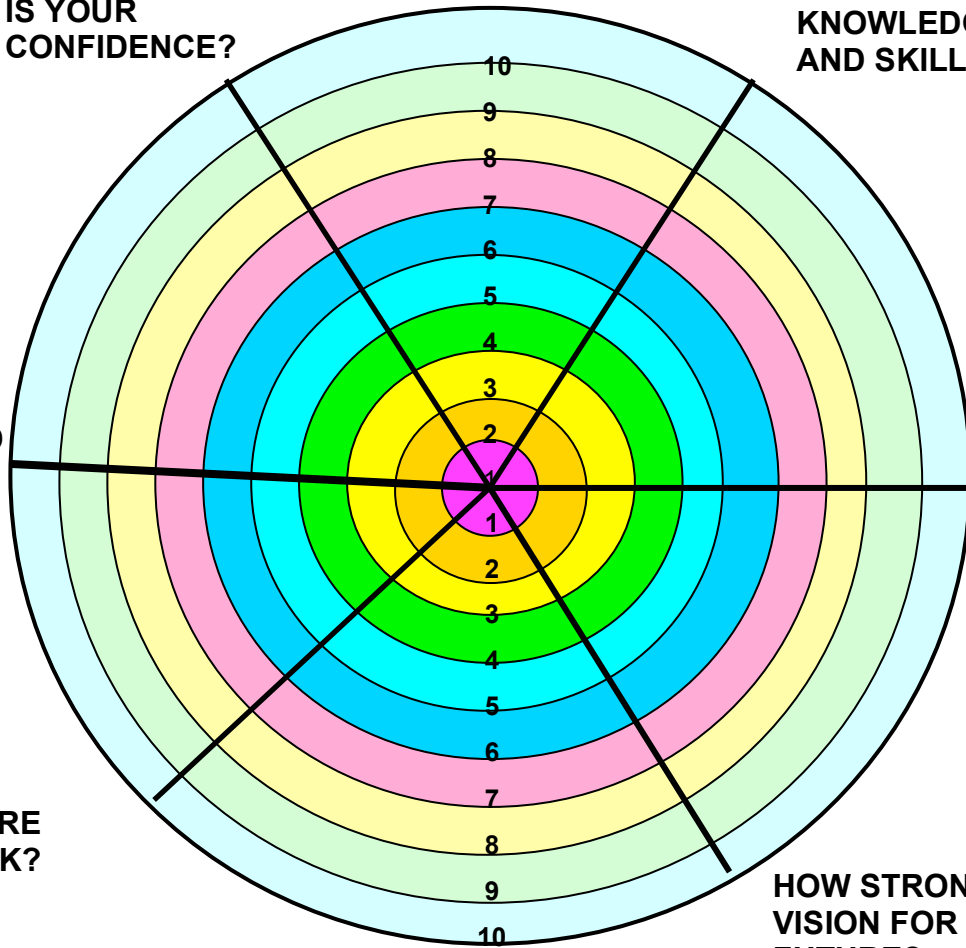
HOW STRONG ARE YOUR KNOWLEDGE AND SKILLS?

PORTED EEL?

OVERCOMING BARRIERS

EADY ARE OR WORK?

HOW STRONG IS YOUR VISION FOR THE FUTURE?



HOW STRONG IS YOUR CONFIDENCE?

How confident did you feel coming here today?
How confident are you in your abilities?
Do you feel that you need to be more confident in a
specific area before you can do a specific
steering role?
How long would it take to increase your confidence to x
the wheel?

Assessments

How long would it take for you to become more confident in as a result of
steering?
What would need to happen before you could get to x
the wheel?

HOW STRONG ARE YOUR KNOWLEDGE

Are you good at?
What kinds of experience do you have (personal /
school / professional / volunteering) that will help
you with volunteering / your search for a job?
What knowledge and skills would you like to develop?
What knowledge and skills would be required for your
volunteering session?
How confident are you that your knowledge and skills are strong
enough?
Are there any risks associated with not
having your knowledge and skills?

Assessments

What new knowledge and skills have you gained from
volunteering (have you been involved in any new
activities / doing things that you haven't done before /
working with new kinds of people etc.)?
Has volunteering led you to think about any new
areas you would like to improve/brush up on?

OVERCOMING BARRIERS

think of any reason that will make it difficult to
what you want?
any personal issues that make it hard to commit
volunteering?
we do to help you to volunteer / get a job?
ould need to happen for you to be able to start
ing / work?

assessments

will face the same problems/barriers as before? If
they become any easier to overcome?
eds to happen so that this barrier makes as little
s possible on your life?
I been able to get support from any new
rganisations as a result of working with us / this

HOW SUPPORTED DO YOU FEEL?

Have you had any help from any organisations / people you've been looking for work? What kind of help have you received?
Which people or organisations can help you to achieve your goals?
How can we help you to achieve your goals?
Now what kind of support we can provide?

Assessments

Have you been able to get support from other organisations as a result of working with us / this assessment?
How has this helped you?

Q: HOW READY ARE YOU FOR WORK?

Ready do you feel to start applying for jobs?
Motivated are you to get a job?
Have you done so far to look for work?
Do you had any support to apply for jobs? Follow-on:
Responses have you had?
Would you go about writing a CV / responding to an application form?
Need to happen before you will feel ready for work?
Seeking work – are there any risks involved if you were in your current situation?

You could ask at subsequent assessments (use listed above)

Volunteering increased your skills for work? In what ways?
Volunteering increased your confidence to find work? In what ways?
Volunteering increased your motivation to find work?

Q: HOW STRONG IS YOUR VISION FOR THE

do you see yourself in 5/10 years time?
your ideal job?
'miracle question' – you wake up tomorrow and there's
a miracle. You're doing your dream job – what is it?

assessments

Has your vision changed at all since you have been
working?

Points	Date	W