

Volunteer Program Self-Assessment

Use this self-assessment to evaluate the strength of your volunteer program. Rate each area on a scale of 1–5 (1 = needs significant improvement, 5 = excellent).

FOUNDATIONS Score: _____

- We have clear policies and procedures
- Volunteer roles align with our mission
- Risk management practices are in place

ROLE DESIGN Score: _____

- Position descriptions are clear and engaging
- Roles are meaningful and make an impact
- Expectations are well defined

RECRUITMENT Score: _____

- We have a strategy in place for recruitment
- We attract the right volunteers
- Messaging is clear and compelling
- We use multiple recruitment channels

ONBOARDING & TRAINING Score: _____

- Volunteers experience a positive first impression
- Orientation is conducted to share key organizational details
- Training prepares volunteers for success

SUPERVISION & SUPPORT Score: _____

- Volunteers know who to go to for help
- Staff provide ongoing guidance
- Communication is clear and consistent

ENGAGEMENT Score: _____

- Volunteers feel valued and connected
- We provide meaningful recognition
- Volunteers stay engaged over time

EVALUATION & IMPACT Score: _____

- We collect volunteer feedback
- We use data to improve the program
- We measure outcomes, not just hours
- We share the impact of our volunteers with stakeholders

INCLUSION Score: _____

- Our program is accessible to folks of different ages and abilities
- We reduce barriers to participation
- We use inclusive language and practices

REFLECTION

- What are your top 2–3 strengths?
- What are your top 2–3 areas for improvement?
- What is one action you will take in the next 30 days?

