

APPENDIX 5 – FINAL VMI INCLUDING SCORING GUIDE

Volunteer Motivation Inventory

Instructions

This section of the survey contains a list of statements that ask about your experiences as a volunteer. Please circle the appropriate number you actually believe is closest to your response to each statement using the scale below, with 1 being ‘strongly disagree’ through to 5 being ‘strongly agree’. There are no right or wrong answers, but please fill in only one response for each statement and please respond to all of the statements. If you need to change an answer, make an “X” through the error and then circle your true response.

1
2
3
4
5
Strongly Disagree **Disagree** **Undecided** **Agree** **Strongly Agree**

		SD	D	U	A	SA
1	I volunteer because I am concerned about those less fortunate than myself.	1	2	3	4	5
2	Being appreciated by my volunteer agency is important to me.	1	2	3	4	5
3	I volunteer because I look forward to the social events that volunteering affords me.	1	2	3	4	5
4	I volunteer because I believe that you receive what you put out in the world.	1	2	3	4	5
5	I like to help people, because I have been in difficult positions myself.	1	2	3	4	5
6	I volunteer because I feel that volunteering is a feel-good experience.	1	2	3	4	5
7	I volunteer because my friends volunteer.	1	2	3	4	5
8	I volunteer because I feel that I make important work connections through volunteering.	1	2	3	4	5
9	I volunteer because I can learn more about the cause for which I am working.	1	2	3	4	5
10	I volunteer because doing volunteer work relieves me of some of the guilt for being more fortunate than others.	1	2	3	4	5
11	I volunteer because I am genuinely concerned about the particular group I am serving.	1	2	3	4	5
12	Being respected by staff and volunteers at the agency is not important to me.	1	2	3	4	5
13	The social opportunities provided by the agency are important to me.	1	2	3	4	5
14	Volunteering gives me a chance to try to ensure people do not have to go through what I went through.	1	2	3	4	5
15	I volunteer because volunteering makes me feel like a good person.	1	2	3	4	5
16	I volunteer because people I'm close to volunteer.	1	2	3	4	5
17	I have no plans to find employment through volunteering.	1	2	3	4	5
18	I volunteer because volunteering allows me to gain a new perspective on things.	1	2	3	4	5
19	I volunteer because volunteering helps me work through my own personal problems.	1	2	3	4	5
20	I volunteer because I feel compassion toward people in need.	1	2	3	4	5
21	I do not need feedback on my volunteer work.	1	2	3	4	5

		1	2	3	4	5					
		Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree					
							SD	D	U	A	SA
22	I volunteer because I feel that volunteering is a way to build one's social networks.						1	2	3	4	5
23	I often relate my volunteering experience to my own personal life.						1	2	3	4	5
24	I volunteer because volunteering makes me feel important.						1	2	3	4	5
25	I volunteer because people I know share an interest in community service.						1	2	3	4	5
26	I volunteer because I feel that volunteering will help me to find out about employment opportunities.						1	2	3	4	5
27	I volunteer because volunteering lets me learn through direct hands-on experience.						1	2	3	4	5
28	I volunteer because volunteering is a good escape from my own troubles.						1	2	3	4	5
29	I volunteer because I feel it is important to help others.						1	2	3	4	5
30	I like to work with a volunteer agency, which treats their volunteers and staff alike.						1	2	3	4	5
31	I volunteer because volunteering provides a way for me to make new friends.						1	2	3	4	5
32	Volunteering helps me deal with some of my own problems.						1	2	3	4	5
33	I volunteer because volunteering makes me feel useful.						1	2	3	4	5
34	I volunteer because others with whom I am close place a high value on community service.						1	2	3	4	5
35	I volunteer because volunteering gives me an opportunity to build my work skills.						1	2	3	4	5
36	I volunteer because I can learn how to deal with a variety of people.						1	2	3	4	5
37	I volunteer because no matter how bad I am feeling, volunteering helps me forget about it.						1	2	3	4	5
38	I volunteer because I can do something for a cause that is important to me.						1	2	3	4	5
39	I feel that it is important to receive recognition for my volunteering work.						1	2	3	4	5
40	I volunteer because I believe that what goes around comes around.						1	2	3	4	5
41	I volunteer because volunteering keeps me busy.						1	2	3	4	5
42	I volunteer because volunteering is an important activity to the people I know best.						1	2	3	4	5
43	I volunteer because I can explore my own strengths.						1	2	3	4	5
44	I volunteer because by volunteering I feel less lonely.						1	2	3	4	5

Scoring Guide

							TOTAL	No. of Questions Answered	Average score
Va	1	11	20	29	38			/ 5	
Rn	2	12*	21*	30	39			/ 5	
SI	3	13	22	31				/ 4	
Rp	4				40			/ 2	
Rc	5	14	23	32				/ 4	
SE	6	15	24	33	41			/ 5	
So	7	16	25	34	42			/ 5	
CD	8	17*	26	35				/ 4	
Un	9	18	27	36	43			/ 5	
Pr	10	19	28	37	44			/ 5	

Scoring Instructions

This Volunteer Motivation Inventory (VMI) consists of forty four reasons that one might have for volunteering and participants are asked to indicate, on the five point scale, the extent to which they agree or disagree with each reason as it applies to them.

For each individual, ten scores are calculated that correspond to the ten different motivations to volunteer that are assessed by this inventory. The highest scale score reflects the motivation of greatest importance to the participant while the lowest score reflects the motivation of least concern.

When these scale scores are obtained, a manager of volunteers will be able to identify and rank order what are the most important motivation(s) for that particular volunteer.

Step 1. Enter the responses as numbers in order down the columns (the question numbers are written in small text as a guide). Allow some space for corrections in each box. Where an answer is not provided for a question, leave the square blank.

Step 2. Questions **12**, **17**, and **21**, marked with an asterisk (*) must be *recoded*. To *recode* these questions simply change all 1 responses into 5, 2 responses into 4, 4 responses into 2, and 5 responses into 1. Be sure to cross out the original response, leaving only the recoded response.

Step 3. Add the numbers up in their respective rows and write the total score in the TOTAL column. In the No. Q's Answered column, write the number of questions that have an answer for each row. In most cases this will be equal to the maximum number of answers, which is specified in the columns.

Step 4. Divide the figure in the TOTAL column by the figure in the Q's Answered column, and write this number in the Average Score column. Repeat this procedure for each row.

Description of Results

Values (Va) – Describes the situation where a volunteer is motivated by the prospect of being able to act on firmly held beliefs that it is important for one to help others. High scores on this scale suggest that a volunteer is motivated to help others just for the sake of helping. Low scores indicate that a volunteer is less interested in volunteering as a means of helping others (Clary, Snyder and Ridge, 1992).

Recognition (Rn) – Describes a situation where a volunteer enjoys the recognition that volunteering gives them. They enjoy their skills and contributions being recognised, and this is what motivates them to volunteer. High scores indicate a strong desire for formal recognition for their work, whereas low scores indicate a lesser level of interest in formal recognition for their volunteering work.

Social Interaction (SI) – Describes a situation where a volunteer particularly enjoys the social atmosphere of volunteering. They enjoy the opportunity to build social networks and interact with other people. High scores indicate a strong desire to meet new people and make friends through volunteering. Low scores indicate that the prospect of meeting people was not an important reason for them to volunteer.

Reciprocity (Rp) – Describes a situation where a volunteer enjoys volunteering and views it as a very equal exchange. The volunteer has a strong understanding of the ‘higher good’. High scores on this scale indicate that the volunteer is motivated by the prospect that their volunteering work will bring about good things later on. Low scores indicate that the prospect of their volunteering work bringing about good things later on is not as important to them.

Reactivity (Rc) – Describes a situation where a volunteer is volunteering out of a need to heal or address their own past issues. High scores on this scale may indicate that a need to ‘right a wrong’ in their lives is motivating them to do the volunteer work. Low scores indicate that there is little need for the volunteer to address his or her own past issues through volunteering.

Self-Esteem (SE) – Describes a situation where a volunteer seeks to improve their own self esteem or feelings of self-worth through their volunteering. High scores on this scale indicate that a volunteer is motivated by the prospect of feeling better about themselves through volunteering. Low scores indicate that a volunteer does not regard volunteering as a means of improving their self-esteem.

Social (So) – Describes a situation where a volunteer seeks to conform to normative influences of significant others (e.g. friends or family). High scores on this scale indicate that the volunteer may be volunteering because they have many friends or family members who also volunteer, and they wish to ‘follow suit’. Low scores may indicate that a volunteer has few friends or family members who already volunteer (Clary, Snyder and Ridge, 1992).

Career Development (CD) – Describes a situation where a volunteer is motivated to volunteer by the prospect of gaining experience and skills in the field that may eventually be beneficial in assisting them to find employment. High scores on this scale are indicative of a strong desire to gain experience valuable for future employment prospects and/or to make work connections. Low scores on this scale are indicative of a lesser interest in gaining experience for future employment or in making work connections.

Understanding (Un) – Describes a situation where a volunteer is particularly interested in improving their understanding of themselves, or the people they are assisting and/or the organisation for which they are a volunteer. High scores on this scale indicate a strong desire to learn from their volunteering experiences. Low scores on this scale indicate a lesser desire of a volunteer to improve his or her understanding from their volunteer experience (Clary, Snyder and Ridge, 1992).

Protective (Pr) – Describes a situation where a volunteer is volunteering as a means of escaping negative feelings about themselves. High scores indicate that a volunteer may be volunteering to help escape from or forget about negative feelings about him/herself. Low scores indicate that the volunteer is not using volunteering as a means to avoid feeling negatively towards him/herself (Clary, Snyder and Ridge, 1992).