

Psychology of Volunteerism: From Hesitancy to Service

AUGUST 6, 2024

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Agenda

- ❑ Welcome & Introductions
- ❑ Audience Participation (Polling)
- ❑ What does the research say?
- ❑ Findings from Adults in Maine
- ❑ A Volunteer's Personal Narrative
- ❑ Closing Discussion

Please note: Dr. Diane Tennes was to be our presenter today. She fell ill suddenly and is hospitalized. We wish her a smooth and fast recovery!



Poll Everywhere



Our first poll is a word cloud. To enter a phrase, be sure to type an underscore between each word like this: **To_Help_Others**

This keeps your phrase together in the data presentation, otherwise the words will spread out and may make little sense! 😊

We will utilize live polling today to support participation and mutual learning.

When poll is active respond at:

Pollev.com/uneagingcenter

OR send **uneagingcenter** and your message to **22333**

Why do people volunteer? What encourages or motivates this commitment?

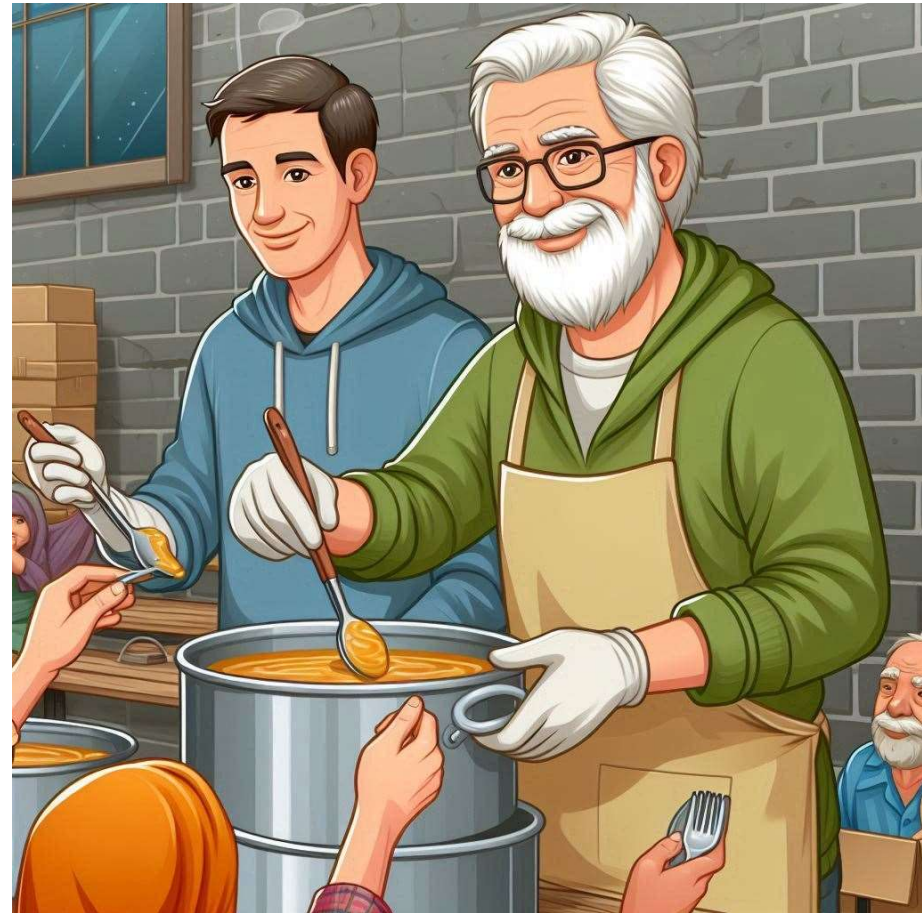
Nobody has responded yet.

Hang tight! Responses are coming in.

Many Pathways

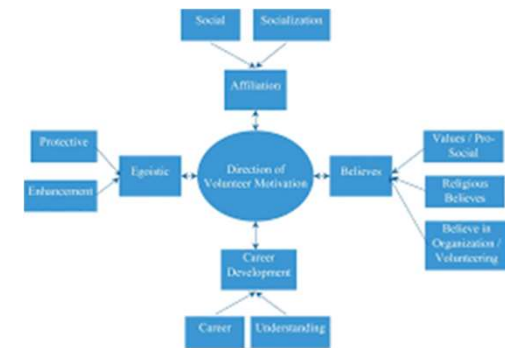
People volunteer their time and talents for a myriad of different reasons based on who they are, the issue or concern at hand, and the availability of volunteer opportunities.

Research findings can point us in helpful directions, but ultimately understanding what motivates a person to volunteer is about taking the time to *ask, discuss, share, and know* on a personal level.



ABCE Model (Butt et al, 2017, Journal of Social Service Research)

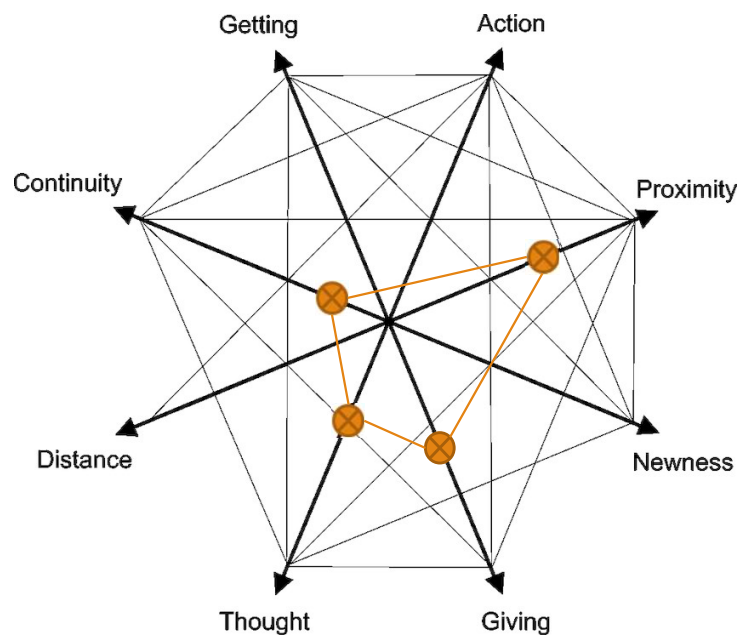
- ❑ **Affiliation** – Social & Socialization
- ❑ **Beliefs** – Pro-Social, Organizational, Religious
- ❑ **Career Context** – Understanding, Advancement
- ❑ **Egoistic Gain** – Protective, Enhancement



“...a volunteer motivated by affiliation can be given a task in which he/she can have social interactions with other people. It is understandable that an... (organization) may not be able to allocate tasks according to the desires/volunteering motives of the limited volunteers, and hence, training sessions and seminars may be introduced to make volunteers aware of other social needs.”

Octagon Model

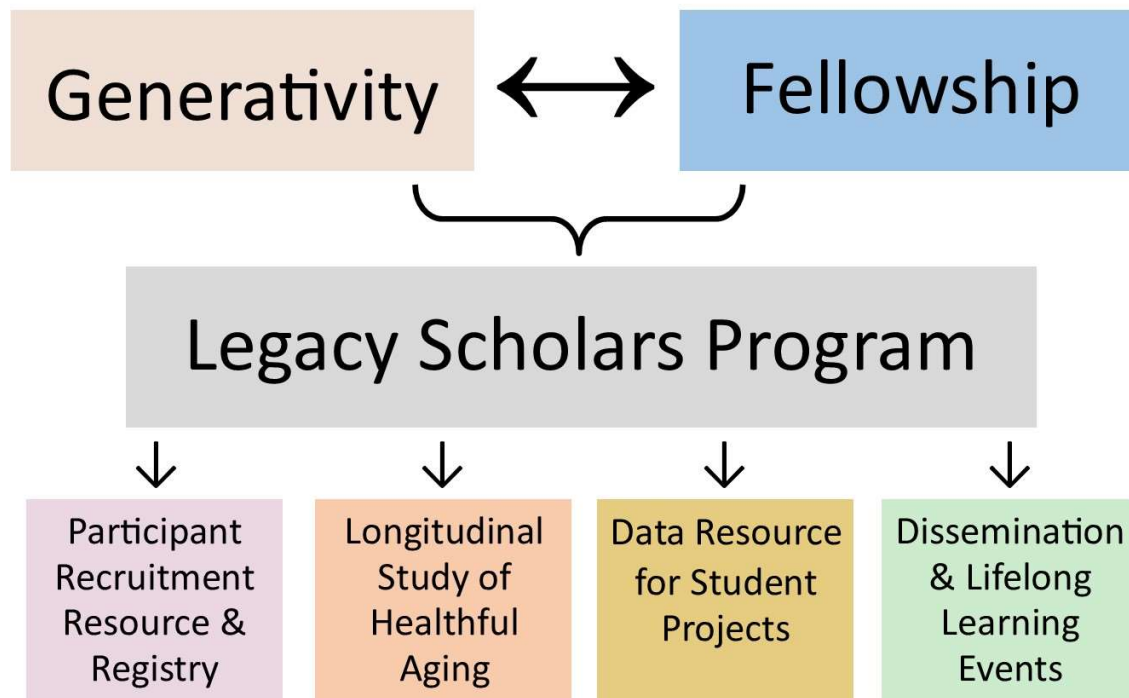
(Yeung, 2004, International Journal of Voluntary & Nonprofit Organizations)



“The model lends itself to drawing a map of an individual’s motivation...These individual motivational descriptions suggest an approximate point along each of the four dimensions, points which depend on the content emphasis... In other words, a personal motivational map indicates which of the eight poles the individual volunteer motivation is closer to.”

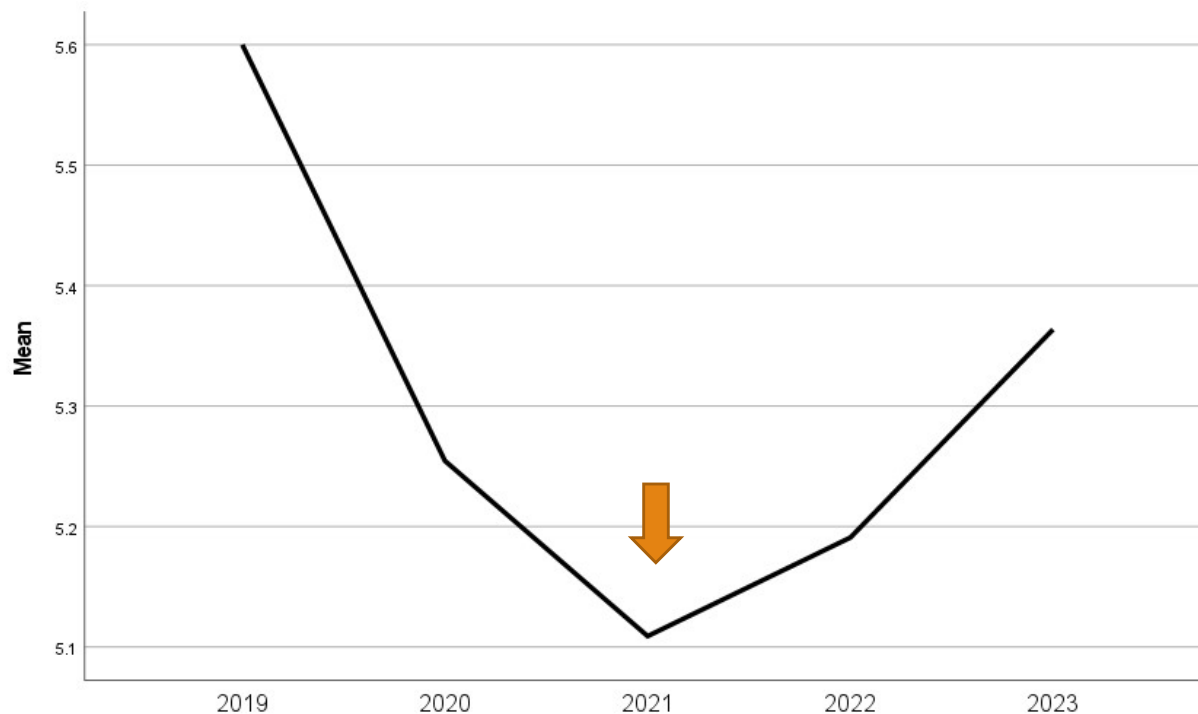
What might your pattern look like?

UNE “Legacy Scholars” Program Volunteers



Adults, 55+ years, volunteer to respond to annual surveys and health and wellness, while also participating in lifelong learning and service activities. Over 730 are enrolled today; 90% from Maine.

I am active in volunteer activities.



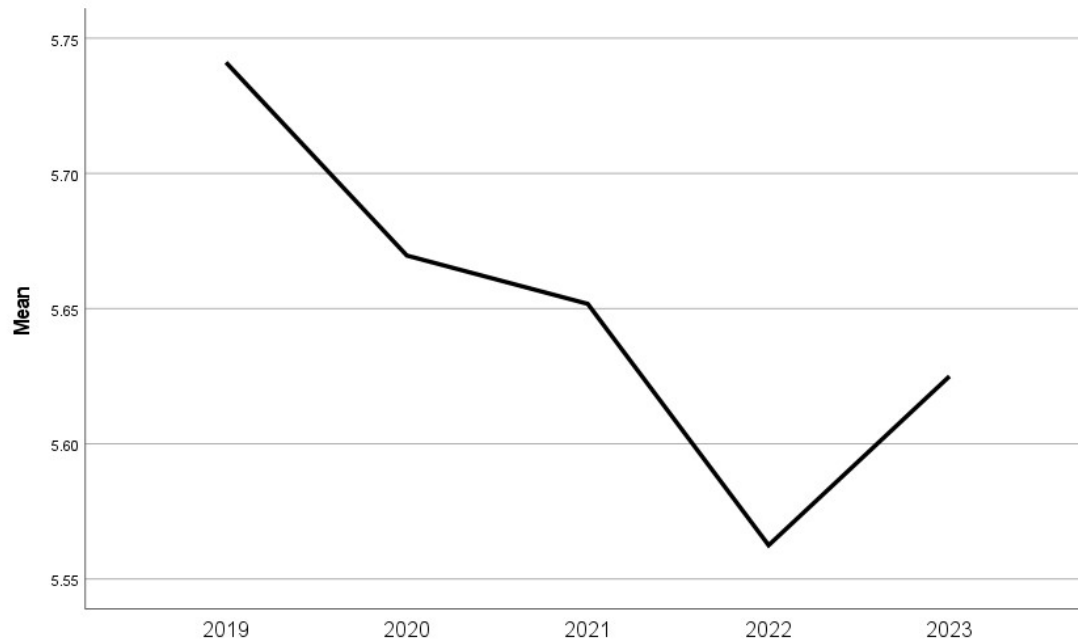
Participants respond to many attitude and behavior questions on a 1-7 Likert scale:

1 = Strongly Disagree

7 = Strongly Agree

Look how the COVID 19 Pandemic impacted agreement on this statement.

I make a difference in the lives of others.



Similar pattern, but at a much smaller order of magnitude.

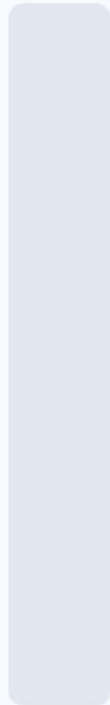
Is the intention to volunteer influenced by a person's personality style?

0%



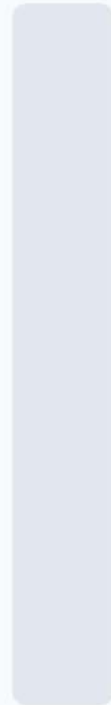
Yes - A lot

0%



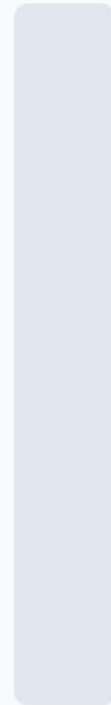
Yes - Somewhat

0%



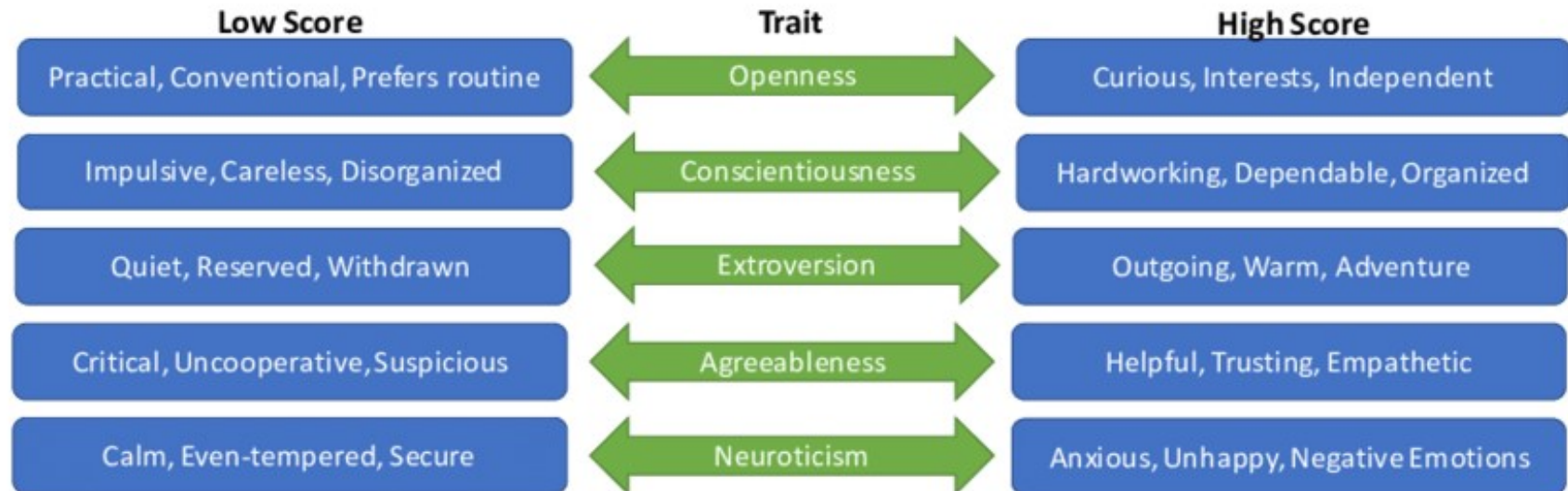
No - Not Much

0%



No - Not at All

5 Factor Model of Personality



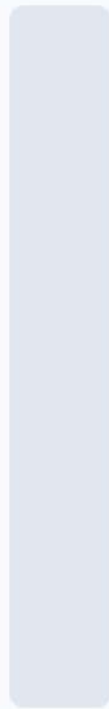
Neuroticism - What level corresponds most to volunteer engagement?

0%



High

0%

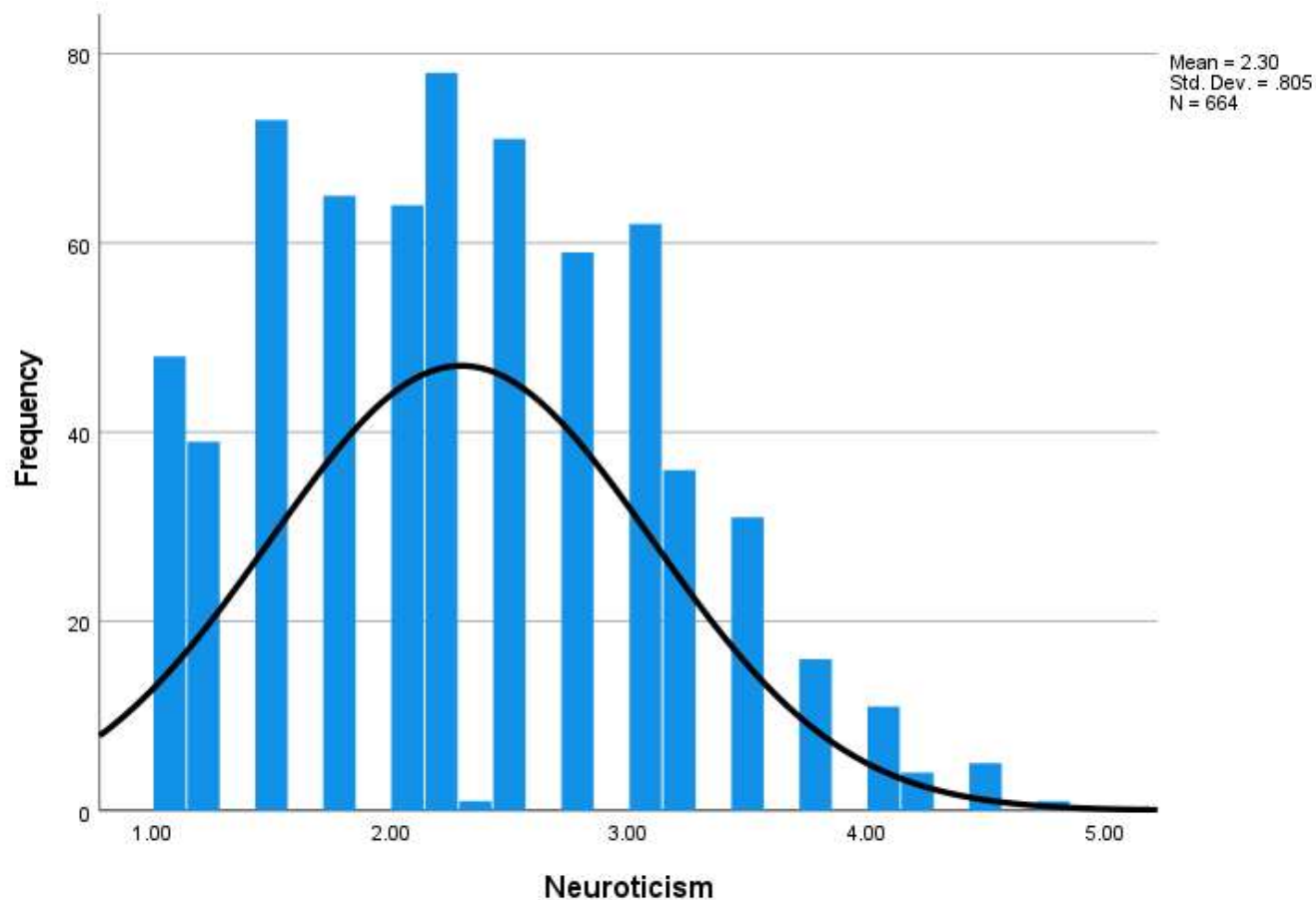


Medium

0%



Low



Key characteristics of high neuroticism include:

Emotional instability: Difficulty regulating emotions.

Anxiety and worry: Frequent feelings of apprehension and unease.


Self-doubt: Low self-esteem and insecurity.

Mood swings: Rapid shifts in emotional state.

Vulnerability to stress: Increased sensitivity to stressful situations.

Low to Medium

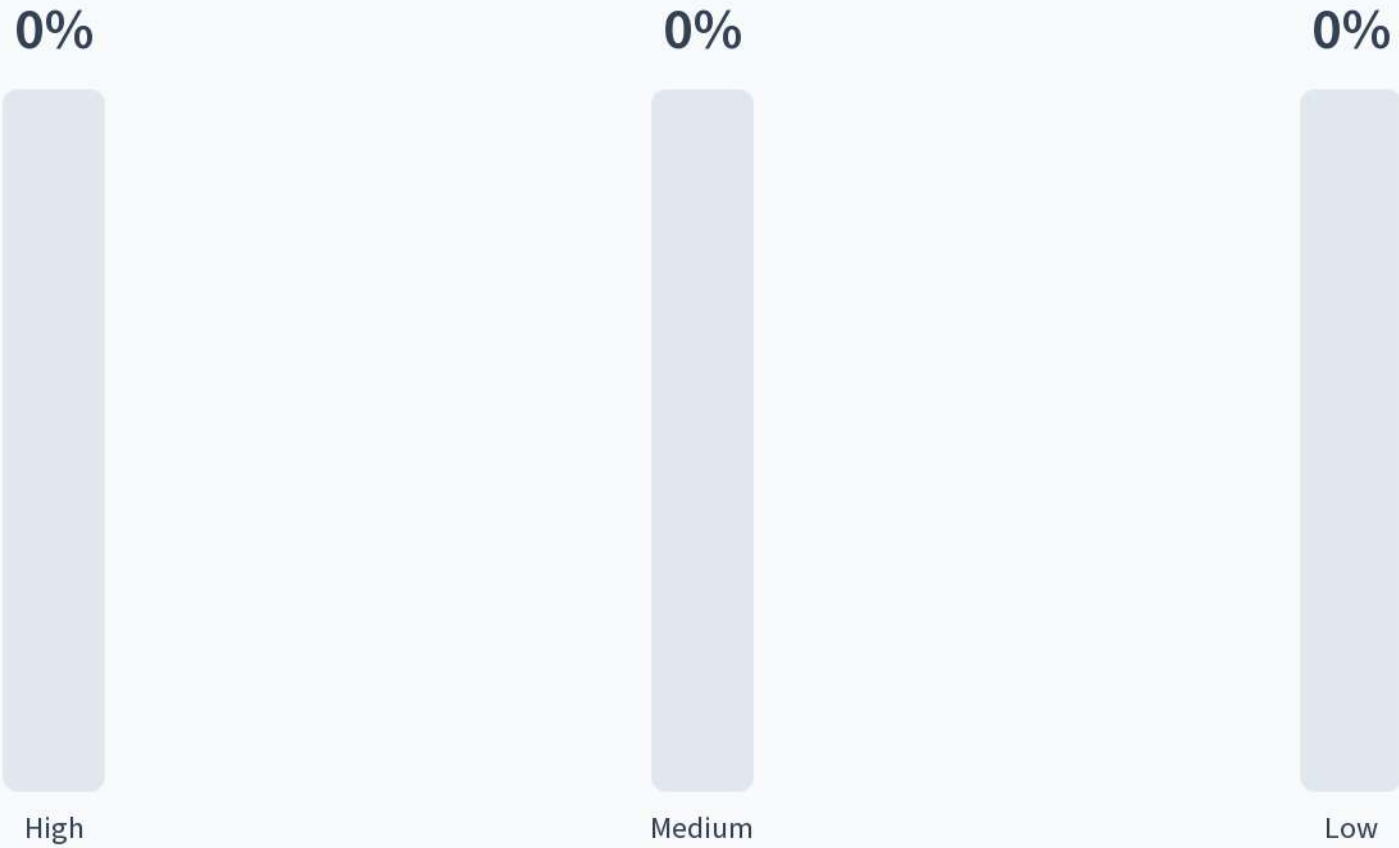
Correlations

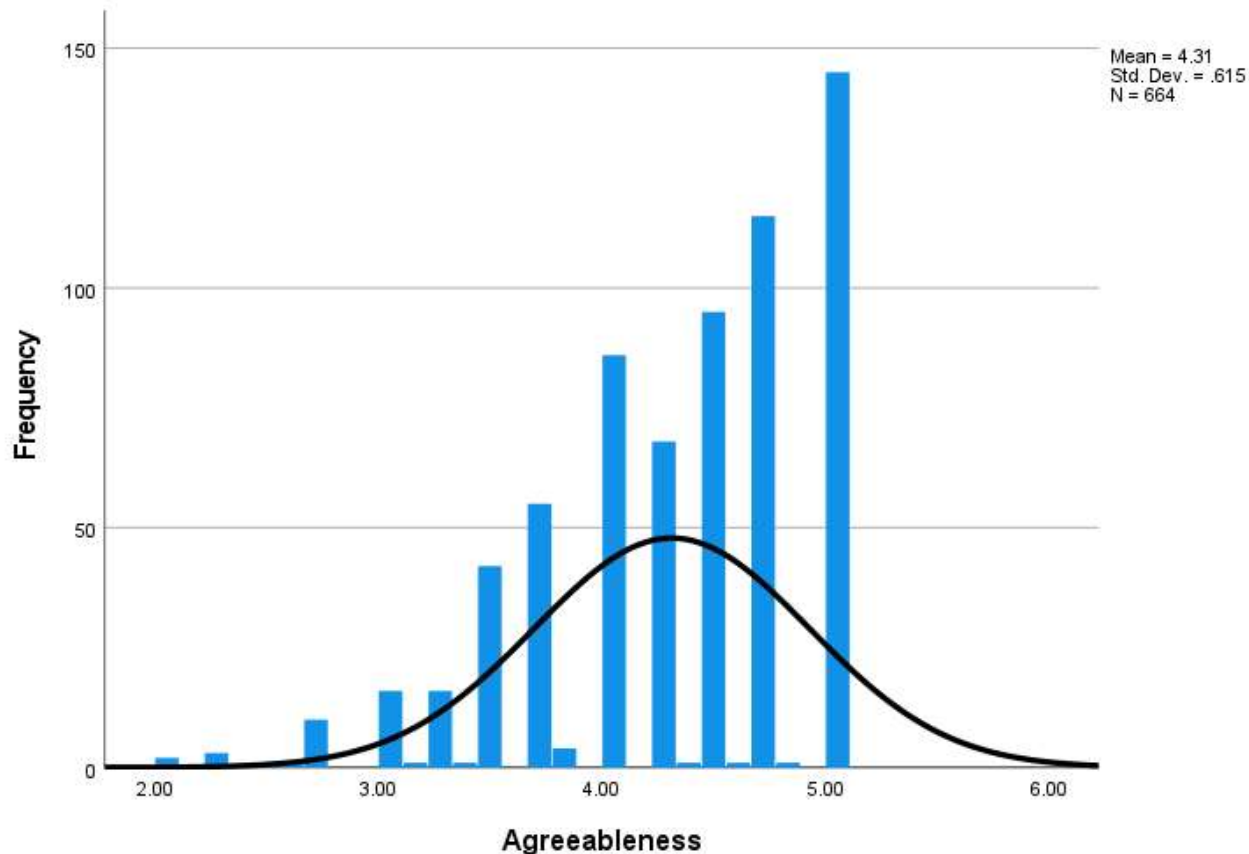
		 Neuroticism	I am active in volunteer activities.	I am a lifelong learner, always seeking educational opportunities.	I make a difference in the lives of others.	I hope to be remembered for many years after I am gone.
Neuroticism	Pearson Correlation Sig. (2-tailed) N	1 664	-.192** <.001 659	-.145** <.001 657	-.160** <.001 660	-.078* .048 650
I am active in volunteer activities.	Pearson Correlation Sig. (2-tailed) N	-.192** <.001 659	1 661	.224** <.001 654	.226** <.001 657	.117** .003 647
I am a lifelong learner, always seeking educational opportunities.	Pearson Correlation Sig. (2-tailed) N	-.145** <.001 657	.224** <.001 654	1 659	.307** <.001 655	.069 .078 646
I make a difference in the lives of others.	Pearson Correlation Sig. (2-tailed) N	-.160** <.001 660	.226** <.001 657	.307** <.001 655	1 662	.309** <.001 650
I hope to be remembered for many years after I am gone.	Pearson Correlation Sig. (2-tailed) N	-.078* .048 650	.117** .003 647	.069 .078 646	.309** <.001 650	1 652

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Agreeableness - What level corresponds most to volunteer engagement?





Medium to High

Key characteristics of high agreeableness include:

Empathy: Understanding and sharing the feelings of others.


Cooperation: Willingness to work with others towards a common goal.

Trust: Belief in the honesty and reliability of others.

Altruism: Concern for the well-being of others.

Modesty: Tendency to be humble and avoid boasting.

Correlations

		 Agreeableness	I am active in volunteer activities.	I am a lifelong learner, always seeking educational opportunities.	I make a difference in the lives of others.	I hope to be remembered for many years after I am gone.
Agreeableness	Pearson Correlation	1	.053	.159**	.301**	.123**
	Sig. (2-tailed)		.178	<.001	<.001	.002
	N	664	659	657	660	650
I am active in volunteer activities.	Pearson Correlation	.053	1	.224**	.226**	.117**
	Sig. (2-tailed)	.178		<.001	<.001	.003
	N	659	661	654	657	647
I am a lifelong learner, always seeking educational opportunities.	Pearson Correlation	.159**	.224**	1	.307**	.069
	Sig. (2-tailed)	<.001	<.001		<.001	.078
	N	657	654	659	655	646
I make a difference in the lives of others.	Pearson Correlation	.301**	.226**	.307**	1	.309**
	Sig. (2-tailed)	<.001	<.001	<.001		<.001
	N	660	657	655	662	650
I hope to be remembered for many years after I am gone.	Pearson Correlation	.123**	.117**	.069	.309**	1
	Sig. (2-tailed)	.002	.003	.078	<.001	
	N	650	647	646	650	652

** . Correlation is significant at the 0.01 level (2-tailed).

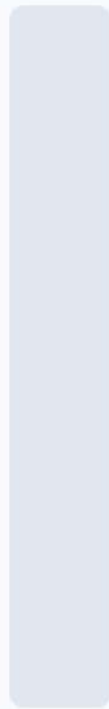
Conscientiousness - What level corresponds most to volunteer engagement?

0%



High

0%

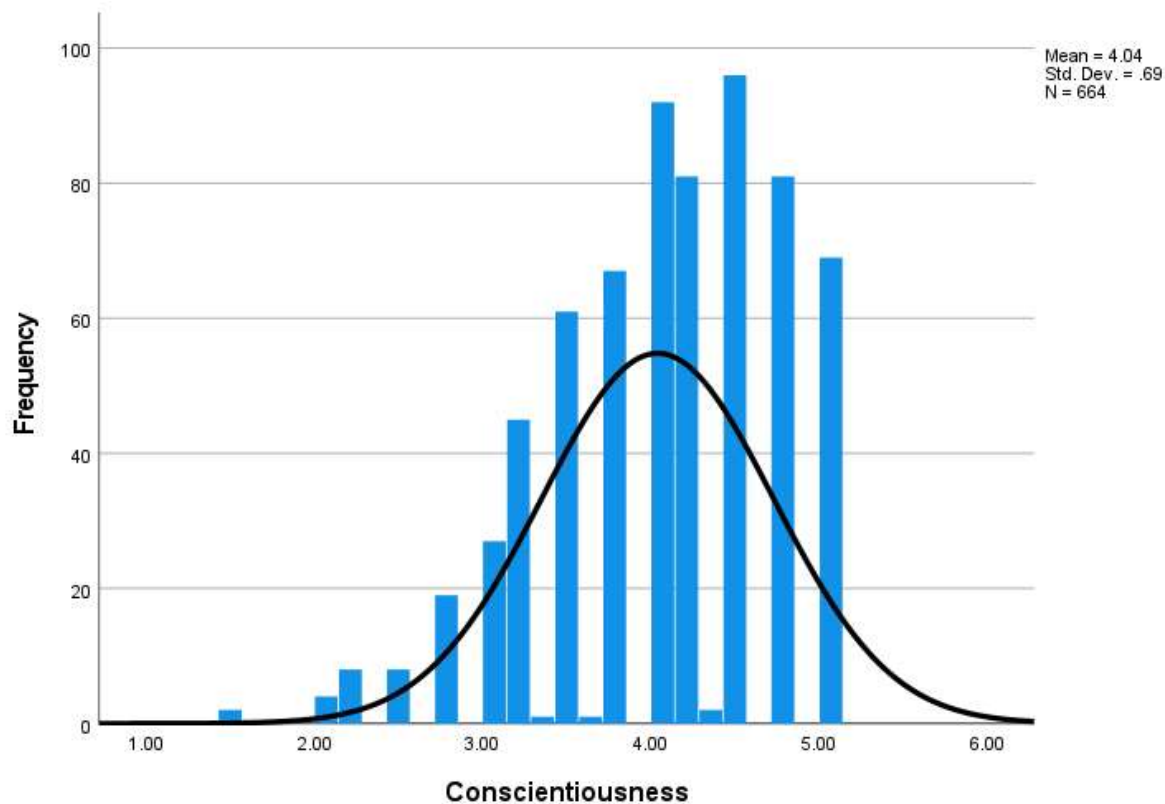


Medium

0%



Low



Medium to High

Key characteristics of high conscientiousness include:

Self-discipline: Ability to control impulses and resist temptations.


Organization: Tendency to be neat, tidy, and methodical.

Responsibility: Strong sense of duty and obligation.

Achievement-oriented: Striving for success and accomplishment.

Planning: Ability to set goals and develop strategies to achieve them.

Correlations

		 Conscientiousness	I am active in volunteer activities.	I am a lifelong learner, always seeking educational opportunities.	I make a difference in the lives of others.	I hope to be remembered for many years after I am gone.
Conscientiousness	Pearson Correlation	1	.114**	.097*	.157**	.159**
	Sig. (2-tailed)		.003	.013	<.001	<.001
	N	664	659	657	660	650
I am active in volunteer activities.	Pearson Correlation	.114**	1	.224**	.226**	.117**
	Sig. (2-tailed)	.003		<.001	<.001	.003
	N	659	661	654	657	647
I am a lifelong learner, always seeking educational opportunities.	Pearson Correlation	.097*	.224**	1	.307**	.069
	Sig. (2-tailed)	.013	<.001		<.001	.078
	N	657	654	659	655	646
I make a difference in the lives of others.	Pearson Correlation	.157**	.226**	.307**	1	.309**
	Sig. (2-tailed)	<.001	<.001	<.001		<.001
	N	660	657	655	662	650
I hope to be remembered for many years after I am gone.	Pearson Correlation	.159**	.117**	.069	.309**	1
	Sig. (2-tailed)	<.001	.003	.078	<.001	
	N	650	647	646	650	652

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

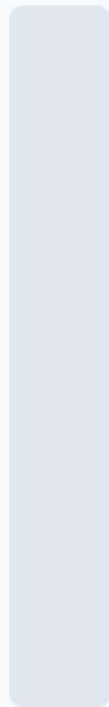
Extraversion - What level corresponds most to volunteer engagement?

0%



High

0%

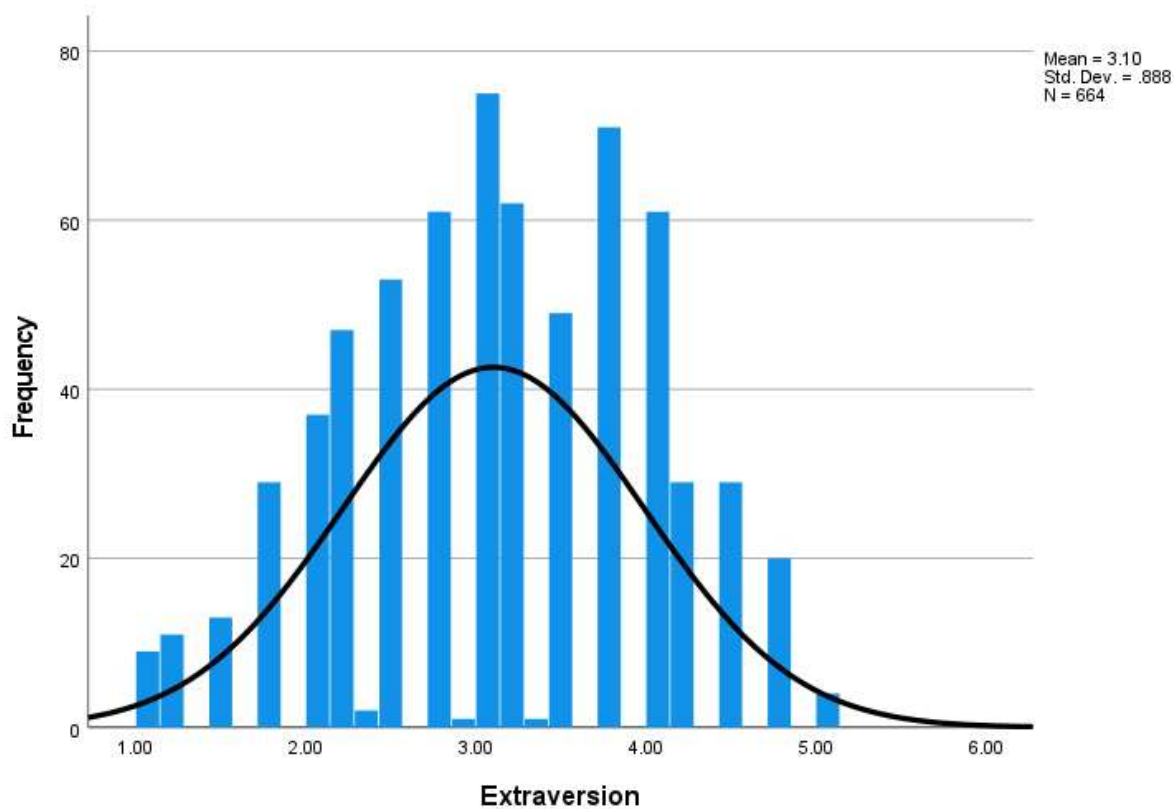


Medium

0%



Low



THEY ALL DO!

Key characteristics of high extraversion include:

Sociability: Enjoying and seeking out interactions with others.


Assertiveness: Being confident and outgoing in social situations.

Talkativeness: Engaging in conversation easily and frequently.

Energized by social interaction: Gaining energy from being around people.

Outgoing and enthusiastic: Displaying positive and lively emotions.

Correlations

		 Extraversion	I am active in volunteer activities.	I am a lifelong learner, always seeking educational opportunities.	I make a difference in the lives of others.	I hope to be remembered for many years after I am gone.
Extraversion	Pearson Correlation	1	.126 ^{***}	.137 ^{***}	.204 ^{***}	.113 ^{***}
	Sig. (2-tailed)		.001	<.001	<.001	.004
	N	664	659	657	660	650
I am active in volunteer activities.	Pearson Correlation	.126 ^{***}	1	.224 ^{***}	.226 ^{***}	.117 ^{***}
	Sig. (2-tailed)	.001		<.001	<.001	.003
	N	659	661	654	657	647
I am a lifelong learner, always seeking educational opportunities.	Pearson Correlation	.137 ^{***}	.224 ^{***}	1	.307 ^{***}	.069
	Sig. (2-tailed)	<.001	<.001		<.001	.078
	N	657	654	659	655	646
I make a difference in the lives of others.	Pearson Correlation	.204 ^{***}	.226 ^{***}	.307 ^{***}	1	.309 ^{***}
	Sig. (2-tailed)	<.001	<.001	<.001		<.001
	N	660	657	655	662	650
I hope to be remembered for many years after I am gone.	Pearson Correlation	.113 ^{***}	.117 ^{***}	.069	.309 ^{***}	1
	Sig. (2-tailed)	.004	.003	.078	<.001	
	N	650	647	646	650	652

**. Correlation is significant at the 0.01 level (2-tailed).

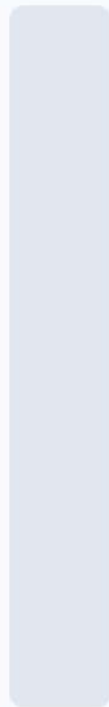
Openness to Experience - What level corresponds most to volunteer engagement?

0%



High

0%

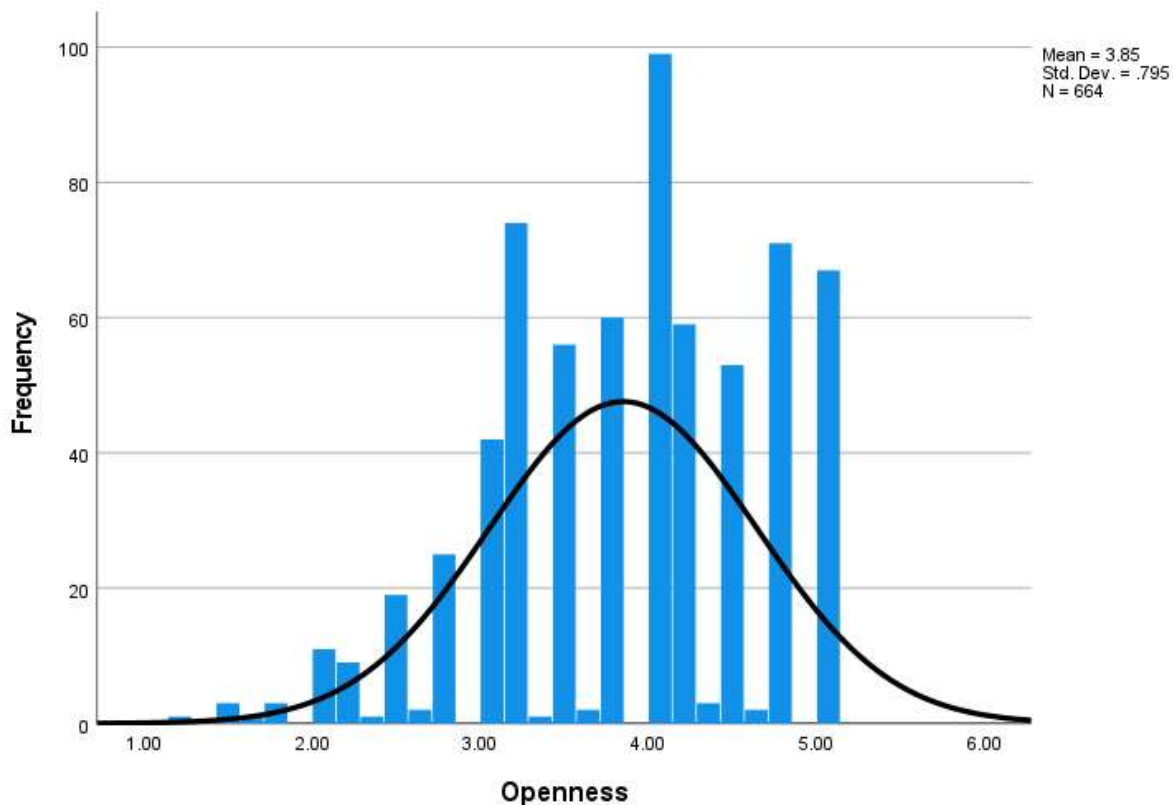


Medium

0%



Low



Medium to High

Key characteristics of high openness:

Curiosity: A strong desire to learn and explore new things.


Imagination: A vivid and active imagination, often leading to creativity.

Intellect: Enjoyment of intellectual pursuits and abstract thinking.

Open-mindedness: Willingness to consider new ideas and perspectives.

Experiencing new things: A desire to try new activities, foods, and experiences.

Correlations

		 Openness	I am active in volunteer activities.	I am a lifelong learner, always seeking educational opportunities.	I make a difference in the lives of others.	I hope to be remembered for many years after I am gone.
Openness	Pearson Correlation	1	.046	.256 ^{***}	.237 ^{***}	-.028
	Sig. (2-tailed)		.235	<.001	<.001	.470
	N	664	659	657	660	650
I am active in volunteer activities.	Pearson Correlation	.046	1	.224 ^{***}	.226 ^{***}	.117 ^{***}
	Sig. (2-tailed)	.235		<.001	<.001	.003
	N	659	661	654	657	647
I am a lifelong learner, always seeking educational opportunities.	Pearson Correlation	.256 ^{***}	.224 ^{***}	1	.307 ^{***}	.069
	Sig. (2-tailed)	<.001	<.001		<.001	.078
	N	657	654	659	655	646
I make a difference in the lives of others.	Pearson Correlation	.237 ^{***}	.226 ^{***}	.307 ^{***}	1	.309 ^{***}
	Sig. (2-tailed)	<.001	<.001	<.001		<.001
	N	660	657	655	662	650
I hope to be remembered for many years after I am gone.	Pearson Correlation	-.028	.117 ^{***}	.069	.309 ^{***}	1
	Sig. (2-tailed)	.470	.003	.078	<.001	
	N	650	647	646	650	652

**. Correlation is significant at the 0.01 level (2-tailed).

Which personality characteristic (when high or low) is most predictive of engagement in volunteer activities? Choose one.

Neuroticism



0%

Extraversion



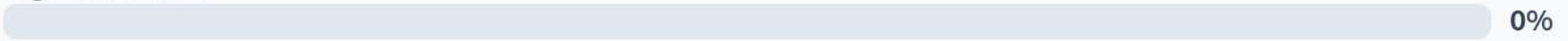
0%

Openness to Experience



0%

Agreeableness



0%

Conscientiousness



0%

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.527	1.202		3.766	<.001
	Neuroticism	-.357	.093	-.156	-3.835	<.001
	Extraversion	.230	.085	.110	2.712	.007
	Openness	-.010	.096	-.004	-.108	.914
	Agreeableness	-.047	.123	-.016	-.383	.702
	Conscientiousness	.159	.109	.059	1.462	.144
	What is your present age in years?	-.003	.010	-.010	-.266	.790
	How many years of education did you complete? High School Diploma = 12 years	.069	.027	.104	2.543	.011
	What is your biological sex?	-.419	.169	-.101	-2.477	.014



Both Neuroticism (low) and Extraversion (high) are predictive.

Interestingly, the other characteristics have no relationship in terms of prediction.

Does this surprise you?

Age is not predictive, but education (higher) and sex (female) are.

a. Dependent Variable: I am active in volunteer activities.

Star Pelsue

Now, we will shift from the group and statistical level to the individual and personal.

Can we understand the psychology of volunteerism from one personal narrative?

Let's find out together. Welcome Star!



"What we do for one, we do for all."

- Dr. Ethel Percy Andrus.

Founder, AARP

Closing Discussion

- What might you take away from this presentation today?
- How was the polling component? Helpful? Distracting?
- Will you think about the personality styles of your volunteers differently?
- Other thoughts?

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