

Member engagement & Organizing your district

Suggestions for asking for volunteers

Asking builds activity-Always ASK people in person!

- **Make it easy to say “Yes”!** Have a detailed plan with a specific request in mind. Most people will not commit to do something unless they understand fully what they are committing to do. It’s easier for them to say no than it is to extract clarification from the requester.
- **Start simple.** In the beginning people are more willing to volunteer if it’s something within their comfort zone. Later, when they are fully engaged, they may be willing to take on more.
- **Show how they will make a difference.** Let them know why you chose them as the right person to participate and how their role is integral to achieving the big picture goals. People are more likely to be reliable when they know others are counting on them and that their role is important.
- **Answer the question, “what’s in it for me?”** Even though most people don’t ask this question out loud, they DO ask it internally. People have their own reasons for volunteering and by discussing their goals and expectations you can help them discover what’s in it for them.
- **Be Brave!**- Asking something of others can be a challenge. The key to achievement is to not be stopped by fears like rejection or limited by pride, shyness, or other barriers.
- **Individualize your approach-** People volunteer for different reasons and the same approach won’t work for everyone. Through active listening and inquiring conversation you may be able to identify where you share common ground and what matters to them. With this information you can individually tailor your approach.
- **Under promise and over deliver-** Fulfill your promises, no matter how small. For example, “ When you say ‘I’ll get back to you”, do it.
- **If your cause or concern is important, someone saying “no” to it doesn’t make it any less important.** Giving up too easily devalues your cause and damages your credibility. A willingness to accept rejection and not be stopped by it actually has the power, over time, to convince another person of the validity of whatever it is you’re committed to