

# VOLUNTEER ON!

[www.mannasolutions.org](http://www.mannasolutions.org)

*Grace.  
Relationship.  
Ownership.  
Worth.  
Laughter.  
Security.*



**THE SIX INNER NEEDS THAT UNLEASH  
PRODUCTIVITY AND POTENTIAL IN A  
VOLUNTEER STAFF**

## **INTRODUCTION: “FISH ON!”**



**LIKE FISHING, IT TAKES  
PATIENCE, PERSISTENCE,  
AND RIGHT PRACTICES TO  
CAPTURE A HIGHLY-  
MOTIVATED VOLUNTEER.**



# GRACE

## Unconditional. Unbelievable.

*When volunteer senses they can make mistakes and learn from them with natural consequences, they're self-motivated, loyal and willing to risk.*

My ONE idea to GRACE my volunteers:



### WHY VOLUNTEERS DON'T PRODUCE?

Fear of Failure

#### *Feeding GRACE:*

Don't just forgive offenses. Help volunteers to not make the same mistake. Teach them competency skills. And don't forget to BLESS them (affirmation).

### AMAZING GRACE

How sweet the sound  
that saved a wretch like me  
I once was lost but now am found  
'Twas blind but now I see.

GRACE FORGIVES. GRACE  
BEAUTIFIES. GRACE INSPIRES.  
GRACE BLESSES.

Imagine your volunteers experiencing  
this type of Grace.



# RELATIONSHIP

Collaboration. Community. Collaboration.

*Volunteers who know they have friends in the work won't let their friends down. A family that knows each other, will grow each other and value mentoring.*

My ONE idea to build better RELATIONSHIPS with my volunteers:



## WHY VOLUNTEERS DON'T PRODUCE?

Fear of Embarrassment, Isolation

### *Feeding RELATIONSHIPS:*

Always work from a family mentality. Choose leaders based upon seniority and/or experience. Create opportunities for volunteers to connect.

## FRIENDS 4EVER

Sometimes you want to go  
Where everybody knows your name,  
And they're always glad you came;  
You want to be where you can see,  
Our troubles are all the same;  
You want to be where everybody  
knows your name.

IMAGINE YOUR VOLUNTEERS  
SENSING THIS TYPE OF COMMUNITY!



# OWNERSHIP

## Control. Contribution. Choice.

*Volunteers who are empowered and feel they have control over situations, are valued for their contributions and enjoy choice will repay in faithful service.*

My ONE idea to empower my volunteers and give them greater OWNERSHIP:



### WHY VOLUNTEERS DON'T PRODUCE?

Feel powerless, loss of control.

### *Feeding OWNERSHIP:*

Give plenty of choices. Try to avoid unilateral decisions. Invite input and encourage volunteers to use their gifts, skills and abilities.

### I WANNA DO IT!

I wanna do it all!  
Visit Paris in the fall  
Watch the Yankee's play ball  
I wanna take it all in

I wanna do it all!  
Feel good in my skin  
Beating the odds

IMAGINE YOUR VOLUNTEERS  
SENSING THIS TYPE OF OWNERSHIP!





# WORTH

Value. Vision. Voice.

*Volunteers who feel personally valued for their unique contributions, abilities and ingenuity will work harder and more creatively for you.*

My ONE idea to affirm my volunteers and show them they have WORTH:



## WHY VOLUNTEERS DON'T PRODUCE?

Feel inadequate, inferior, not valued

### *Feeding WORTH:*

Affirm often and lavishly. Discover the unique desires, habits, hobbies and abilities for each person. Treat each worker with dignity.

## LOVING YOU!

I decided long ago, never to walk in anyone's shadows; If I fail, if I succeed at least I'll live as I believe No matter what they take from me They can't take away my dignity

Learning to love yourself  
It is the greatest love of all

IMAGINE YOUR VOLUNTEERS  
SENSING THIS TYPE OF WORTH!



# LAUGHTER

## Enjoyment. Entertainment.

*Volunteers who enjoy the tasks and the work, no matter how tedious, trying or troubling, will patiently persevere and serve longer. It's simply fun!*

My ONE idea to get my volunteers smiling and hearing some LAUGHTER:



### WHY VOLUNTEERS DON'T PRODUCE?

It's not going to be/isn't any fun.

#### *Feeding LAUGHTER:*

Create moments of mirth. Poke fun at yourselves. Do something FUN as a staff. Party a lot! Feed your volunteers good food. Get away from the work.

### SMILES FOR MILES

Everybody's got a laughing place  
A laughing place to go  
Take a smile and for a while  
You'll find yours we know  
Take that frown, turn it upside down  
And soon you'll find you're here to  
stay! Come on in, give us all a grin

IMAGINE YOUR VOLUNTEERS  
SENSING THIS TYPE OF LAUGHTER!



# SECURITY

## Physical. Emotional. Spiritual.

*Volunteers who sense security and feel they are in a safe place (physically, emotionally, spiritually) are open to deeper community and responsibility.*

My ONE idea to get my volunteers feeling safe and SECURE:



### WHY VOLUNTEERS DON'T PRODUCE?

They could be hurt, anxious, tired or hungry.

#### *Feeding SECURITY:*

Inform clearly about policies & procedures. Perform regular evaluations with constructive feedback. Anticipate situations where needs might not be met (food, drink, rest, medical assistance). Create a “no bully” zone. Squash politics, backbiting and gossip.

### SAFE & SOUND

Don't you dare look out your window, darling, everything's on fire  
 The war outside our door keeps raging on...just close your eyes, the sun is going down. You'll be alright  
 No one can hurt you now  
 Come morning light  
 You and I'll be safe and sound

IMAGINE YOUR VOLUNTEERS SENSING THIS TYPE OF SECURITY!





THE LEADER EDITION

# Motivate Me!

Satisfying the natural needs that inspire positive behavior and productivity in employees, staff and volunteers!



by Dr. Rick Chromey

## WANT MORE? NEED TO SATISFY YOUR NEED TO MOTIVATE VOLUNTEERS NATURALLY?

This workshop includes a digital book resource!



THIS WORKSHOP IS  
AVAILABLE FOR YOU TO  
USE IN YOUR CHURCH,  
SCHOOL OR  
ORGANIZATION.

Visit [www.mannasolutions.org](http://www.mannasolutions.org)  
for more information.

**Feed the real needs of a human being and you'll never have to massage the message again!**

S... years ago, I studied the work of the psychologist and one of the great minds of the 20th century, Abraham Maslow and his theory of self-actualization. I was particularly impressed with his pyramid of needs, and why we do what we do. What higher a fully satisfied state of affairs is the greater the satisfaction that can be achieved.

The model I'm talking about here is the GROWLERS model. It's designed to meet the needs of the 21st-century worker. It's based on Maslow's theory of self-actualization and the work of other great minds like Carl Jung and Sigmund Freud.

**THE RECIPE FOR MOTIVATION**

**GROWLERS Gumbo**

1 cup of gratitude  
1 cup of optimism  
1 cup of hope  
1 cup of courage  
1 cup of faith  
1 cup of love  
1 cup of kindness  
1 cup of gentleness  
1 cup of peace  
1 cup of joy  
1 cup of peace  
1 cup of joy  
1 cup of peace  
1 cup of joy

...and mix well.

**AMERICAN PICKENS-TURNING RUB' INTO GOLD**

...the country has a great future. It's a future that's based on innovation, creativity, and hard work. It's a future that's bright and full of promise. It's a future that's ours to make.

**WORTH!**  
Value. Vision. Voice.

...the world is a better place when we all have a voice. When we all have a vision. When we all have a value.

**YOU MATTER TO GOD & MAN**

**JESUS CHRIST**  
MATT: 28:18-20

...for all the world. For all the world. For all the world.



EDUCATIONAL SERVICES INTERNATIONAL



# Training that's Curiously *Divine!*

Want the personal touch? Rick would love to come to your church, school, organization or business and personally train your leaders, teachers, volunteers and parents. Available topics include:

**TEACHERS:** Teaching With Power, Learning for a Change, Learning With Style, Motivate Me! (Inspiring Learning Without Gimmicks, Guilt or Games), Why Students (Really) Misbehave

**LEADERS:** Leading from the Edge (Leadership in the New Culture), Leading With Style, Staff On! (Recruiting, Motivating and Inspiring Your Team or Employees), Visioning: Creating Change That Lasts, Generations: Understanding Boomers, Gen Xers, Millennials and iTechs

**PASTORS:** Roots and Fruits: Creating Community, Understanding De-Churched Larry and Mary, Thriving Ministry in Smaller (or any size) Churches, Volunteer On: Finding, Motivating and Keeping Volunteers, Sermons Reimagined: Preaching in a Postmodern Culture

**SPEAKERS:** Breaking the Ice (Introduction to Public Speaking), Speaking With Power (Organizing and Focusing Messages), Communicating With Style! (Gestures, Body Language). Communicating With Spice! (Visual Aids, Music, Drama), Presentations That Fly!

**Dr. Rick Chromey**  
The Original Edu-Trainer!

208-914-1404  
[www.rickchromey.com](http://www.rickchromey.com)  
[rickchromey@gmail.com](mailto:rickchromey@gmail.com)

**BOOKING  
NOW!**