

Belonging and Inclusion	Volunteers need to feel welcomed, included, and appreciated. They need to feel needed because of their unique perspectives, gifts, and abilities.
Ownership	Volunteers need to share in decision making and responsibility for various tasks and projects.
Attainable Tasks	Volunteers need to be assigned tasks that match their skills and are achievable.
Meaningful Work	Volunteers need meaningful tasks and to know how their work contributes to the overall success of the association or project.
Shared Power	Volunteers need to share in the leadership and decision making of the association.
Clear Expectations	Volunteers need clearly defined tasks and goals, as well as the necessary tools to accomplish them. They need the association's leaders to be available to answer questions.
Challenges	Volunteers need tasks and projects that match their skill sets but are also challenging and will help them enhance the personal or professional skills they already bring to the table.
Information	Volunteers need information and regular communication.
Confidence in Leadership	Volunteers need to know that they will be included and treated fairly and equally. Personal recognition of volunteers goes a long way in keeping, motivating, and inspiring them.
Confidence in Self	Volunteers need to feel valued and that what they are doing benefits the association. Volunteers need to feel that they specifically are making important contributions.