



**Facilitator**  
George Halkias

**Special Guest**  
Gabrielle Williams, Parliamentary  
Secretary for Carers and  
Volunteers

**Guest Presenter**  
Associate Professor Arthur Stukas

**Panellists**  
Associate Professor Arthur Stukas  
Dr Melanie Davern  
Rikki Blacka  
Daniel Leighton  
Gemma O'Brien

# Down & Out & Volunteering

Volunteering Victoria  
Special Event

State Library of Victoria

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# Order of Proceedings

9:30am	Morning Tea
10:00am	Introduction by George Halkias, Sport for Development Professional, National Coach Community Street Soccer Program
10:05am	Opening Remarks by Sue Noble, Chief Executive Officer, Volunteering Victoria
10.10am	Address by Gabrielle Williams, Parliamentary Secretary for Carers and Volunteers
10:15am	<i>Promoting Well-being Through Volunteering</i> by Associate Professor Arthur Stukas
10:30am	Questions from the Audience
10:40am	Facilitated Panel Discussion with Q&A
11:55am	Closing Remarks Sue Noble, CEO Volunteering Victoria
12:00pm	Event concludes



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**Welcome**  
**Sue Noble**  
**Chief Executive Officer**  
Volunteering Victoria

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**Special Address**  
**Gabrielle Williams,**  
**Parliamentary Secretary**  
**for Carers and**  
**Volunteers**

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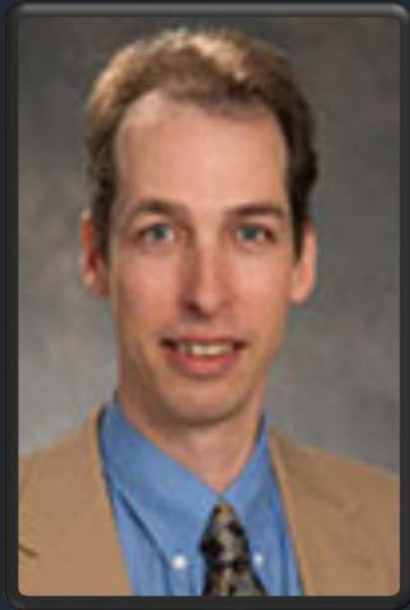
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# Promoting Well-Being Through Volunteering

Art Stukas  
Department of Psychology &  
Counselling  
La Trobe University

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# Volunteering and Well-Being

**Question:** Does Volunteering Increase Well-Being?

**Answer:** Very Likely!

Studies of elderly people have shown that, over time, volunteers live longer than non-volunteers and report greater physical and mental health.

In longitudinal surveys, volunteers report increases in life satisfaction, self-esteem and mastery.

“**Mattering**” (or purpose in life) and **Social Integration** have been suggested as explanations.



**VOLUNTEERED**



**GOT WAY HAPPIER**

memegenerator.net



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# The Many Benefits of Volunteering

Being able to live up to your important humanitarian or altruistic **values**.

Improving your **understanding** of the world, other people, and yourself.

Feeling good about yourself (**self-enhancement**).

Avoiding your own troubles or negative feelings (**self-protection**).

Boosting your **career** opportunities and skills.

Living up to **social** expectations of friends and family.







# Does Everyone Benefit from Volunteering?

*It's complicated!*

Our “functional approach” suggests that people will be **more satisfied** with their volunteering activities, if they allow them to meet their **personal goals** for volunteering.

So, it is incumbent on organisations to place volunteers in the proper roles or give them the right opportunities.



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## The Functional Approach to Volunteerism (Clary, Snyder et al. 1998)

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People are purposeful, planful, goal-directed

Different people may do similar things for different reasons (*Katz, 1960; Smith, Bruner & White, 1959*)

Any one individual may be motivated by more than one need or goal **Volunteer Functions Inventory**

Assessment: (VFI; Clary et al., 1998).





# Volunteer Functions or Motives

Act on important values (e.g., humanitarianism)

Learn more about the world, use skills

Grow and develop psychologically

Reduce negative feelings or address problems

Strengthen one's social relationships

Gain career experience

**VALUES**

**UNDERSTANDING**

**ENHANCEMENT**

**PROTECTIVE**

**SOCIAL**

**CAREER**





# Self vs. Other-Focused Motivation and Health and Well-being

However, recent research by Konrath et al. (2012) found that mortality benefits for older volunteers were moderated by volunteers' motivations.

Those who had **other-oriented motives** (values, social) lived longer than those who had **self-oriented motives** (enhancement, protective, understanding)





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# Our Survey of Victorian Volunteers

4007 current volunteers from an online panel

62.8% female

Aged 18 to 89,  $M = 48.63$  years ( $SD = 15.17$ )

Born in Australia (78.7%)

Married/De Facto (66.3%)

34.6% working full time, 23.4% part time

39.1% Bachelor's degree or higher

On average, they had been at their current organisation for about 5 years, giving 3 ½ hours per week





# Volunteer Functions Inventory

## Victorian Volunteer Sample

<i>Scale</i>	<i>Items</i>	<i>Alpha</i>	<i>Mean</i>	<i>SD</i>
Values	5	.84	5.26	1.32
Understanding	5	.88	4.55	1.51
Enhancement	5	.84	3.95	1.60
Protective	5	.87	3.14	1.56
Social	5	.85	3.39	1.53
Career	5	.93	2.65	1.75





# Other-Oriented Motivations as Predictors

Variable	Values	Understanding	Social	R <sup>2</sup>
Self-Esteem	.19***	.16***	.13***	.21
Well-Being	.19***	.09***	.23***	.12
Social Connectedness	.29***	.20***	.19***	.25
Self-Efficacy	.21***	.14***	.07***	.09
		odds ratios		
Trust	1.52***	1.03	2.02***	







# Other-Oriented Motivations as Predictors

Variable	Values	Understanding	Social	R <sup>2</sup>
Hours per Week	.05*	.08**	.01	.02
Tenure	.06**	-.06*	.23***	.09
Satisfaction	.21***	.16***	-.001	.10
Organisational Support	.30***	.22***	-.03	.21
Future Intentions	.27***	.14***	-.04*	.20





# Self-Oriented Motivations as Predictors

Variable	Career	Enhancement	Protective	R <sup>2</sup>
Self-Esteem	-.18***	.03	-.48***	<b>.21</b>
Well-Being	-.11***	.04	-.34***	<b>.12</b>
Social Connectedness	-.18***	-.03	-.43***	<b>.25</b>
Self-Efficacy	-.01	.01	-.28***	<b>.09</b>
		odds ratios		
Trust	0.40***	1.02	0.48***	





# Self-Oriented Motivations as Predictors

Variable	Career	Enhancement	Protective	R <sup>2</sup>
Hours per Week	-.07***	.003	.07**	.02
Tenure	-.28***	.01	-.05*	.09
Satisfaction	-.17***	.06*	-.10***	.10
Organisational Support	-.23***	.11***	-.27***	.21
Future Intentions	-.33***	.10***	-.18***	.20





# Conclusions

---

**Other-oriented** motivation, particularly acting on humanitarian values, was associated with **higher** levels of well-being and **more positive** outcomes from volunteering.

*Why?*

“Mattering”; Meaning and Purpose; Belonging; Oxytocin  
Alternately, those with better well-being already are other-oriented or have prosocial personalities (and/or agreeable, not neurotic)



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## Conclusions

**Self-oriented** motivation, particularly seeking to avoid troubles or guilt but also to gain career advancement, was associated with **lower** levels of well-being and **less positive** outcomes from volunteering.

*Why?*

**Extrinsic motivations** make volunteering less effective and satisfying and lead people to feel worse? (*Requirements also undermine motivation in certain circumstances*).

Alternately, those who feel worse already and are less connected seek to avoid their troubles or change their lives through volunteering ?





## A Caveat...

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To best predict outcomes from volunteering, one must know about both the **person** and the **environment**.

### Volunteers matter

Especially their needs, goals, plans, and motives.

### Volunteer environments matter.

Especially their opportunities, enabling volunteers to fulfil their goals.

Some motivations may be easier to fulfil than others.





  
**KEEP CALM**  
**And let the**  
**Volunteer**  
**Coordinator**  
**Handle it**



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# Down and Out and Volunteering?

So, can volunteering boost well-being for all?

Should we promote it as a salve for those least well-off in our society?

*Maybe.*

As we have seen, well-being benefits are **not guaranteed**; they likely depend on the motives of volunteers and the actual opportunities available.

However, **social integration** may help those who are currently disconnected.







# Volunteering Builds Social Capital

Social capital = connections between people based on **trust** and norms of **reciprocity**

Theorized to arise from community involvement (including volunteerism) and to contribute to reductions in social ills.

**Bridging Capital**—social networks that are **outward looking** and include people across diverse social groups.

**Bonding Capital**—social networks that are **inward looking** and tend to reinforce exclusive identities and homogeneous groups.





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# Our Diverse Communities

Bringing together people from diverse backgrounds, especially people who may be stigmatised, doesn't always go smoothly.

Negative contact between people from different groups may hurt well-being and increase prejudice.

There are Optimal Conditions that are known to foster **positive intergroup contact** (Allport, 1954):

- equal status;
- common goals;
- intergroup cooperation;
- legitimacy from society/authority figures.





# Put yourself in **THEIR** shoes



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# Cross-Group Friendships

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Friendships are especially important in creating social change due to the presence of **repeated positive contact**, involving cooperation and equal status

Friendships reduce anxiety and create opportunities for self-disclosure, intimacy, and empathy.

Having a friend from a different group can change norms for members of both groups.

**Can friendship also be promoted through volunteerism?**





## Conclusions

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Volunteering is associated with **better physical and mental health and well-being.**

Volunteers who are focused on others may benefit more, but ensuring that everyone can **satisfy their goals** for service should enhance outcomes.

Sensitivity to the **diverse backgrounds** of volunteers (and recipients of volunteer services) and a focus on **optimal conditions** for interaction can boost social capital, intergroup harmony, and well-being.





# GIVE HAPPY LIVE HAPPY

NATIONAL VOLUNTEER WEEK 11-17 MAY 2015



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# Questions



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## Down & Out & Volunteering

### Panel Discussion

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#### Facilitator

George Halkias

#### Panellists

Associate Professor Arthur Stukas

Dr Melanie Davern

Rikki Blacka

Daniel Leighton

Gemma O'Brien



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## Indicators in Domains and Policy Areas

### Healthy Safe and Inclusive Communities

#### Personal Health and Wellbeing

Self-Reported Health  
Subjective Wellbeing  
Life Expectancy  
Adequate Physical Exercise  
Fruit Consumption  
Vegetable Consumption  
Obesity  
Smoking Status  
Risky Alcohol Consumption  
Psychological Distress  
Prevalence of Type 2 Diabetes  
Gambling

#### Community Connectedness

Feeling Part of the Community  
Social Support  
Volunteering  
Parental Participation in Schools  
Service Availability  
Access to Services  
Lifelong Learning  
Home Internet Access  
Apprenticeship and Vocational Training Enrolments  
Destinations of School Leavers  
School Retention  
Access to Government Schools

#### Early Childhood

Australian Early Development Index  
Child Health Assessments  
Immunisation  
Breastfeeding

#### Personal and Community Safety

Perceptions of Safety  
Crime  
Family Violence  
Road Safety  
Workplace Safety

### Dynamic Resilient Local Economies

#### Economic Activity

Retained Retail Spending  
Highly Skilled Workforce  
Business Growth

#### Skills

Educational Qualifications

#### Employment

Employment Rate  
Unemployment  
Local Employment

#### Work-Life Balance

Adequate Work-Life Balance

#### Income and Wealth

Income  
Distribution of Income  
Per Capita Wealth  
Distribution of Wealth  
Food Security

### Sustainable Built and Natural Environments

#### Transport Accessibility

Transport Limitations  
Public Transport Patronage  
Dedicated Walking and Cycling Trails  
Practical Non Car Opportunities  
Roads and Footpaths  
Access to Public Transport  
School Walkability

#### Housing

Housing Affordability

#### Sustainable Energy Use

Greenhouse Gas Emissions  
Household Electricity Use  
Household Gas Use  
Renewable Energy Use

#### Water

Condition of Natural Streams and Waterways  
Water Consumption  
Waste Water Recycling

#### Open Space

Access to Areas of Public Open Space  
Appearance of Public Space

#### Air Quality

Air Quality

#### Biodiversity

Native Vegetation Cover  
Carbon Sequestration  
Weeds and Pests

#### Waste Management

Household Waste Generation

### Culturally Rich and Vibrant Communities

#### Arts and Cultural Activities

Opportunities to Participate in Arts and Cultural Activities  
Participation in Arts and Cultural Activities

#### Leisure and Recreation

Opportunities to Participate in Sporting and Recreation Activities  
Participation in Sporting and Recreational Activities

#### Cultural Diversity

Community Acceptance of Diverse Cultures

### Democratic and Engaged Communities

#### Citizen Engagement

Opportunity to Have a Say on Important Issues  
Participation in Citizen Engagement  
Female Local Councillors  
Opportunity to Vote for a Trustworthy Political Candidate  
Membership of Local Community Organisations and Decision-Making Bodies



**Indicator: Volunteering**

Measure: People Who do Voluntary Work for Organisations or Groups

Reference Period: 2011

Filter: Zone - Metro Melbourne

Data

Clear Selection

Filter

Clear Filter

Introduction

Metadata

Print

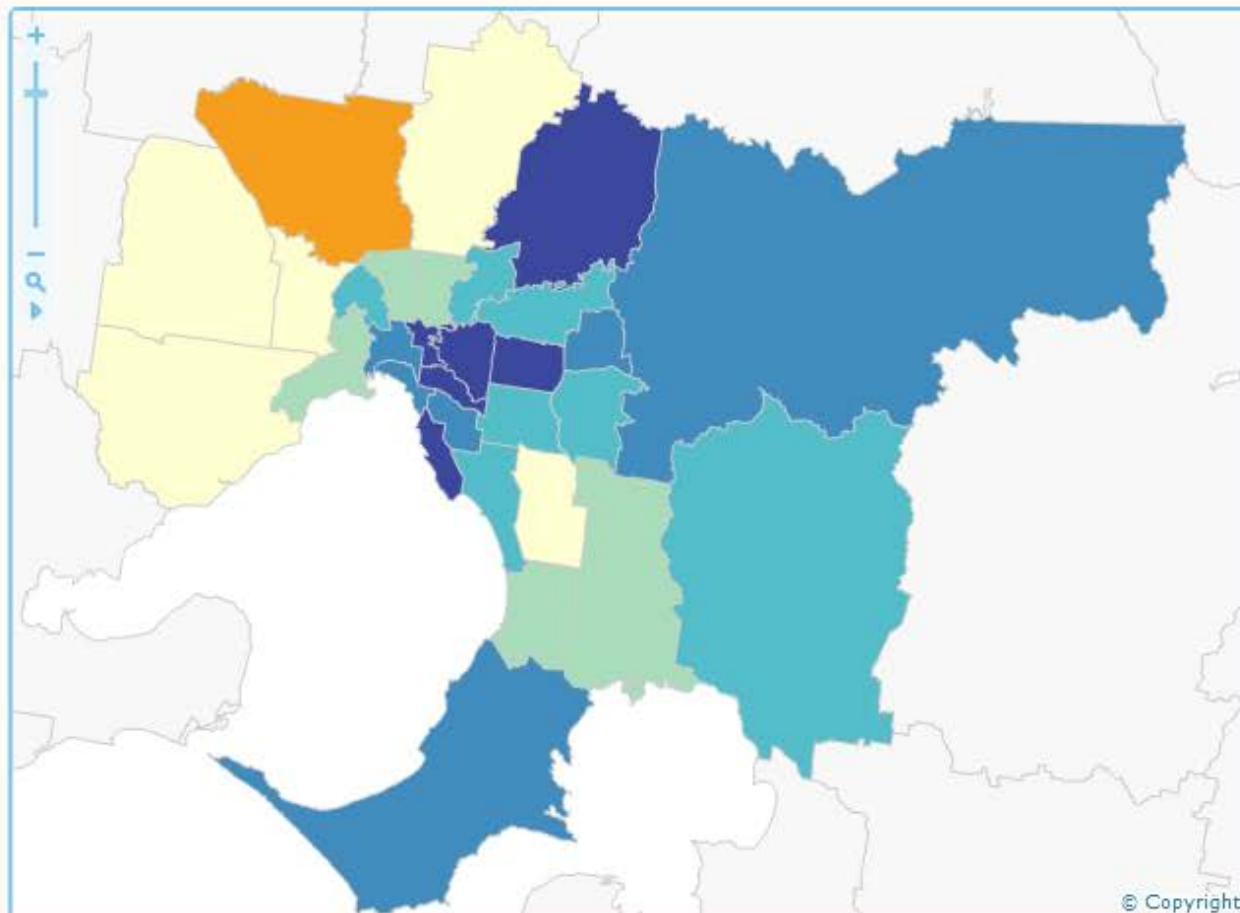
Help

Video Tutorial

Legend Settings

**Indicator Data Table**

LGA	Data
Greater Danden...	10.6
Hobsons Bay	15.6
Hume	11.1
Kingston	16.4
Knox	17.8
Manningham	18.6
Maribyrnong	15
Maroondah	20.4
Melbourne	21.2
Melton	11.5
Monash	18.2
Moonee Valley	16.7
Moreland	15.7
Mornington Peni...	20.3
Nillumbik	22.9



**Legend**

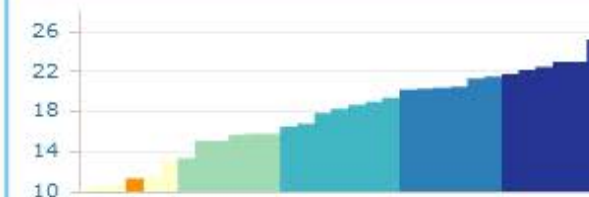
- 10.1 - 13.2
- 13.3 - 16.3
- 16.4 - 19.5
- 19.6 - 21.6
- 21.7 - 25.1

Clear Comparison Areas

**Comparison Areas**

Name	Indicator
Barwon South West	24
Eastern Metro	20.6
Gippsland	24.9

**Bar Chart**





## Down & Out & Volunteering

# Q & A

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## Closing Remarks

**Sue Noble**  
**Chief Executive Officer**

Volunteering Victoria

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