

# Volunteer Self-Evaluation

The 4-H Youth Development Program is interested in adult development, as well as youth development. Therefore, we encourage adult 4-H volunteers to set goals for their own development at the beginning of each 4-H year and to do some kind of evaluation at the end of that year.

A 4-H volunteer can continue to be an effective partner in 4-H by evaluating their performance based on a couple of things: 1) the position description describing the responsibilities of the volunteer and 2) the goals the volunteer has set for themselves at the beginning of the 4-H year.

## CHARACTERISTICS OF AN EFFECTIVE SELF EVALUATION

- Reflects the mission of the organization and the ways that the volunteer's efforts are contributing to that mission.
- Relates to the position description provided to the volunteers at the beginning of their service to the organization.
- Relates to the goals the volunteers have set for themselves at the beginning of each year.
- Serves as a means for assessing performance by identifying strengths and weaknesses which help volunteers determine goals for improvement.
- Focuses on the volunteer's effectiveness and satisfaction within the program.
- Helps the volunteers recognize their achievements and contributions within the program.

**Please read the following self-evaluation and adapt it to fit your program.**

## 4-H VOLUNTEER SELF-EVALUATION

Please take a few minutes to assess your performance as a 4-H volunteer. Your feedback will assist us in improving the program. All responses will be kept confidential.

### Complete these questions...

1. The three things I liked about being a 4-H leader this year are...
2. The main thing I learned about leadership this year is...
3. There are a couple of things I did not like about being a 4-H leader this year. They are...
4. I know I cannot go back and change anything this year, but next year I'm going to improve my leadership skills by...

### In your opinion, which of the following statements best describes the situation in your club?

1. \_\_\_ 4-H Leaders make most of the decisions concerning club activities.
2. \_\_\_ 4-H Leaders make most of the decisions concerning club activities, but also ask opinions of club members.
3. \_\_\_ 4-H Club members make most of the decisions concerning club activities, but ask opinions of club leaders.
4. \_\_\_ 4-H Club members make most of the decisions concerning club activities.

