Reasons For Staff Concerns About Involving Volunteers	Steps You Can Take to Avoid Problems
Fear of job replacement.	• Establish official policy on supplementing, not supplanting staff. • Clearly define roles; involve staff in that process.
Fear of decrease in quality.	• Involve staff in designing and presenting volunteer training.
Unclear about volunteer/ staff roles.	• Provide written position descriptions and training for volunteers.
Previous bad experience.	• Show job description format and ask for staff help in writing some. • Reassure about careful selection, training, supervision and right to reassign or terminate volunteers if necessary. • Offer your support
Resents additional workload.	• Identify what's in it for staff. • Redistribute workload if necessary.
Fear of change.	• Involve staff in planning and training. Share success stories.
Fear of loss of control.	• Remind staff how service can be enhanced with additional help. • Train staff in delegation, supervision, and management.