**MOTIVATIONS**

1. Volunteering can help me get my foot in the door at a place where I’d like to work.

2. My friends volunteer.

3. I am concerned about those less fortunate than myself.

4. People I’m close to want me to volunteer.

5. Volunteering makes me feel important.

6. People I know share an interest in community service.

7. No matter how bad I’ve been feeling, volunteering helps me to forget about it.

8. I am genuinely concerned about the particular group I am serving.

9. By volunteering, I feel less lonely.

10. I can make new contacts that might help my business career.

11. Doing volunteer work relieves me of some of the guilt over being more fortunate than others.

12. I can learn more about the cause for which I am working.

13. Volunteering increases my self-esteem.

14. Volunteering allows me to gain a new perspective on things.

15. Volunteering allows me to explore different career options.

16. I feel compassion toward people in need.

17. Others with whom I am close place a high value on community service.

18. Volunteering lets me learn through direct “hands-on” experience.

19. I feel it is important to help others.

20. Volunteering helps me work through my own personal problems.

21. Volunteering will help me succeed in my chosen profession.

22. I can do something for a cause that is important to me.

23. Volunteering is an important activity to the people I know best.

24. Volunteering is a good escape from my own troubles.

25. I can learn how to deal with a variety of people.

26. Volunteering makes me feel needed.

27. Volunteering makes me feel better about myself.

28. Volunteering experience will look good on my resume.

29. Volunteering is a way to make new friends.

30. I can explore my own strengths.

**VOLUNTEER ENGAGEMENT**

1. At my volunteer work, I feel bursting with energy.
2. At my volunteer work, I feel strong and vigorous.
3. I am enthusiastic about my volunteer work.
4. My volunteer work inspires me.
5. When I get up in the morning, I feel like going to my volunteer work.
6. I feel happy when I am doing my volunteer work intensely.
7. I am proud of the volunteer work I do.
8. I am immersed in my volunteer work.
9. I get carried away when I am doing my volunteer work.

**VOLUNTEER SATISFACTION (ilk dördü task son 7 organisation)**

1. I believe that my volunteer activity supports the goals of the organisation
2. I am satisfied with how effectively I do the tasks that I am entrusted with
3. The tasks I usually do have clearly defined goals
4. I can easily tell if I am performing my duties well
5. I am satisfied with the recognition of the role of volunteering in this organisation
6. I am satisfied with the interest shown by the organisation in considering my preferences and skills when matching me to a volunteer position
7. I am satisfied with the general management of the organisation
8. I am satisfied with the training provided
9. I am satisfied with how the organisation manages volunteers
10. I am satisfied with the amount and frequency of communication between volunteers and paid staff
11. I am satisfied with the existing processes that are in place to solve problems volunteers might encounter