



WHAT MAKES YOU STAY?

VOLUNTEERING EXPERIENCES IN MENTAL HEALTH-RELATED DESTIGMATIZATION WORK

Future Minds HF Tagung

heiko.westerburg@uni-koeln.de

Agenda

Hinführung und mögliche Relevanz

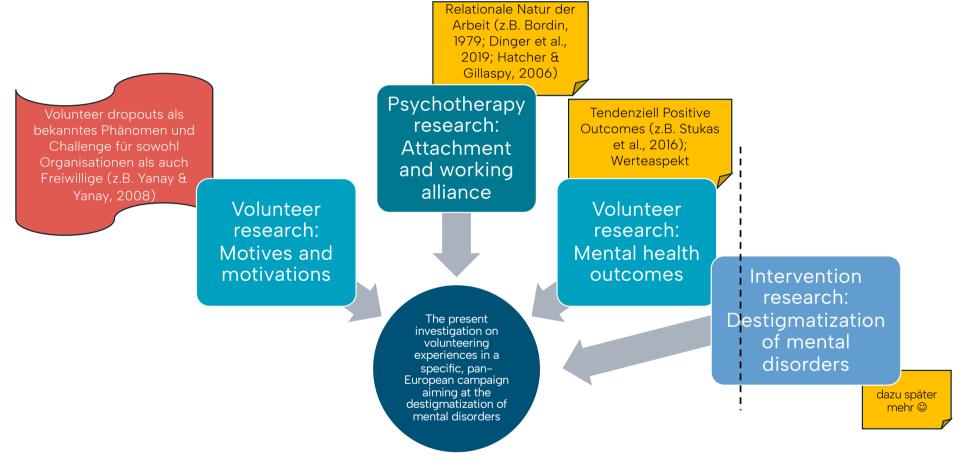
Methoden & Ablauf des Projekts

Zentrale Ergebnisse

(Gemeinsame) Diskussion & Ausblick



Theorie







Setting: Mind the Mind





- Ziel: Entstigmatisierung psych. Störungen
- Methode: Workshops für Schüler*innen und Erwachsene, durchgeführt von geschulten, ehrenamtlich engagierten Psychologiestudierenden
 - Mischung aus Psychoedukation, Normalisierung und Verweis auf konkrete Anlaufstellen der Gesundheitsversorgung
 - Quizzes, interaktive Gruppendiskussionen, sokratischer Dialog, multimediale didaktische Stimuli [Videos], etc,

Zahlen, Daten Fakten:

- Gegründet 2014, 2024/2025 bereits im 11. Mandat ("Wave")
 - 10. Mandat während der Erhebung für die vorliegende Untersuchung
- 2023/2024 (10. Mandat):
 - 15 Länder, 17 Nationalkoordinationen
 - 78 Lokalkoordinationen, >600 Ehrenamtliche
 - > 20 000 Workshop-Teilnehmende







Timeline

11/23

ī

02/23 to 09/23

10/23

continuously from 02/24 to 06/24 (four-week rhythm + reminders)

07/24 to 09/24

08/24 to 09/24

START THE PROJECT

SETUP OS¹ AND RDM² INFRASTRUCTURE

COLLECT DATA

HANDLE DATA

REPORT

THINK

Review literature, thinktank with the prof

Agree on research questions, theories, hypotheses, and design with the prof

Prepare pre-data

Prepare ethics approva

Survey drafts

Feedback loops

SETUP

Create OSF project

Agreement with umbrella organization on terms and data handling

Write pre-data report

Revise & obtain ethics

Programme surveys

Note. ¹Open Science ²Research Data Management. INTERVENE

Batch-contact enrolled participants to the first survey (T1, 02/24), information and informed consent

Gather quantitative data (incl. own motivation to volunteer) (TI)

Gather quantitative data + intervention (each T2 to T5, simple randomization)

re-display of own in T1 formulated motivation (intervention) no re-display of own in TI formulated motivation (control)

Debriefing on study content after data collection (T5, 06/24) or opt-out

ANALYZE

(Pre-)process data

Analyze data as pre-

Run exploratory analyses as fit

Re-analyze n.s. data in a multiverse approach

Check code replicability and reproducibility

MANAGE

Write post-data report

research data in a trusted online repository

Prepare post-data report with study information, contents and results for lab page





Timeline 11/23 continuously from 02/24 to 06/24 02/23 to 09/23 24 to 09/24 08/24 to 09/24 START THE SETUP OS1 IDLE DATA REPORT PROJECT INFRASTR https://tenor.com/de/view/bills-ugh-gif-9811803164280522639





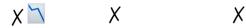
Sample

- k = 207 Datenzeilen
 - einer variablen Anzahl an Freiwilligen (Wave 1: N = 71; Wave 5: N = 27)
 - aus 16 deutschen Städten
 - \perp im Alter von M = 23.15 Jahre, SD = 2.32 (min. 19, max. 31 Jahre),
 - davon 189 Datenzeilen von weiblichen Teilnehmenden
- 38.03 % bereits in einem der letzten vier Jahre mindestens 1x in dieser Kampagne engagiert
 - davon ca. 1/3 mit 1-2x / Monat Engagement-Frequenz
- _ 51.22 % der befragten Volunteers wiesen einen sicheren Bindungsstil aus
 - gefolgt von 39.02 % ängstlich-vermeidend; 4.88 % ängstlich-ambivalent / anklammernd;
 4.88 % gleichgültig-vermeidend / abweisend (cave: N = 41 Bindungsdatenzeilen)
- Gleichverteilung von Aufgaben-, Ziel- und Bindungsorientierung der erlebten Arbeitsbeziehung zu Zielgruppenpersonen



Zentrale Ergebnisse

Präregistrierung, Material, Daten und Code sind abrufbar via: https://osf.io/m2hd4/?view_only=abddff7becd045lba0l346c28a4cee4l



Volunteer commitment | satisfaction | intent to remain remains stable or increases over time, and trajectories show individual differences.

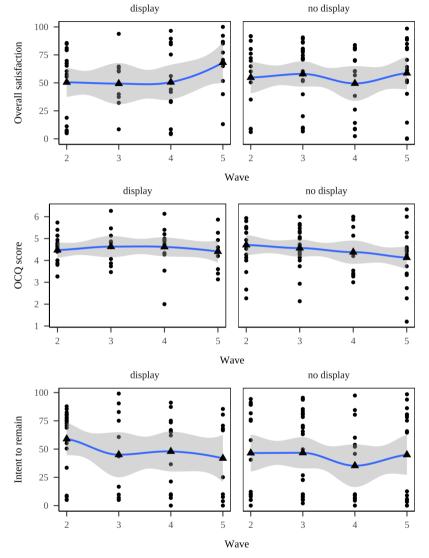


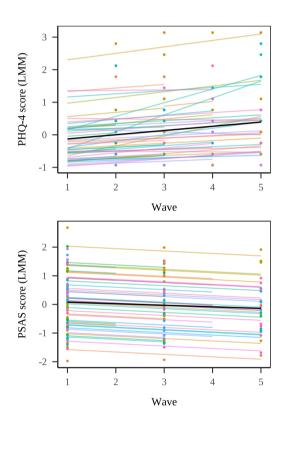
Volunteer commitment | satisfaction | intent to remain varies as a function of grappling with one's own initial motivations to volunteer such that the relationship will be positive upon re-reading one's own initially stated motivation compared to not re-reading.

- ✓ EH4 | Volunteer **presentation anxiety** remains stable or decreases over time, and presentation anxiety trajectories show individual differences.
- X? EH6 | Is there a relationship between **presentation anxiety and number of workshops delivered** by a volunteer?
 - χ EH5 | Does **initial volunteer commitment** predict changes in volunteer intent to remain?
- X ✓ EH7 | Is volunteer attachment style associated with facets of motivation to initialize volunteering?
- X EH8 | Does volunteer attachment style predict differences in perceived working alliance with workshop target audiences?
- EH9 | What does the **trajectory of mental health in volunteers** look like during a campaign mandate?



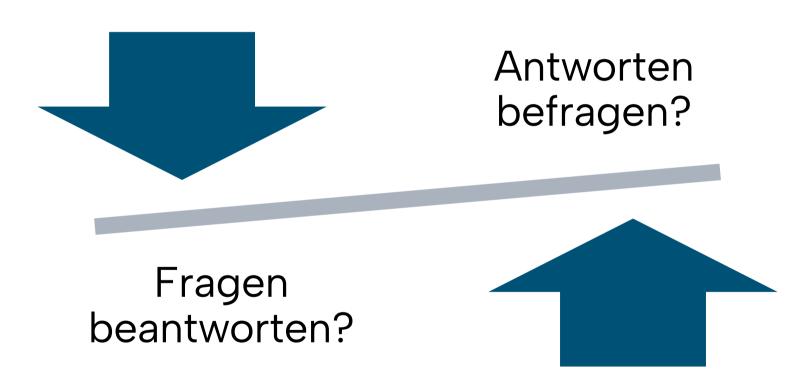
Fancy plots







Diskussion und Limitationen





VIELEN DANK! FRAGEN? GEDANKEN?



Ein paar Referenzen

Arendt, H. (1970). On violence. Harcourt Barce Javanovich publ.

Baayen, R. H., Davidson, D. J., & Bates, D. M. (2008). Mixed-effects modeling with crossed random effects for subjects and items. Journal of Memory and Language, 59(4), 390-412. https://doi.org/10.1016/j.jml.2007.12.005

Bang, H., Won, D., & Kim, Y. (2009). Motivations, Commitment, and Intentions to Continue Volunteering for Sporting Events. Event Management, 13(2), 69-81. https://doi.org/10.3727/152599509789686317

Bartholomay, E. M., & Houlihan, D. D. (2016). Public Speaking Anxiety Scale: Preliminary psychometric data and scale validation. Personality and Individual Differences, 94, 211–215. https://doi.org/10.1016/j.paid.2016.01.026

Bartholomew, K., & Horowitz, L. M. (1991). Attachment styles among young adults: A test of a four-category model. Journal of Personality and Social Psychology, 61(2), 226-244. https://doi.org/10.1037/0022-3514.61.2.226

Chen, H.-L., Chen, P., Zhang, Y., Xing, Y., Guan, Y.-Y., Cheng, D.-X., & Li, X.-W. (2020). Retention of volunteers and factors influencing program performance of the Senior Care Volunteers Training Program in Jiangsu, China. *PLOS ONE*, 15(8), e0237390. https://doi.org/10.1371/journal.pone.0237390

Cho, H., Wong, Z., & Chiu, W. (2020). The Effect of Volunteer Management on Intention to Continue Volunteering: A Mediating Role of Job Satisfaction of Volunteers. SAGE Open, 10(2), 215824402092058.

Clary, E. G., Snyder, M., Ridge, R. D., Copeland, J., Stukas, A. A., Haugen, J., & Miene, P. (1998). Understanding and assessing the motivations of volunteers: A functional approach. *Journal of Personality and Social Psychology*, 74(6), 1516–1530. https://doi.org/10.1037/0022-3514.74.6.1516

EFPSA. (2024). Services -. https://efpsa.org/services/

Ehrenthal, J., Zimmermann, J., Brenk-Franz, K., Dinger, U., Schauenburg, H., Brähler, E., & Strauß, B. (2021). Evaluation of a short version of the Experiences in Close Relationships-Revised questionnaire (ECR-RD8): Results from a representative German sample. *BMC Psychology*, 9(1), 140. https://doi.org/10.1186/s40359-021-00637-z

Fernandes, T., & Matos, M. A. D. (2023). Towards a better understanding of volunteer engagement: Self-determined motivations, self-expression needs and co-creation outcomes. *Journal of Service Theory and Practice, 33*(7), 1–27. https://doi.org/10.1108/JSTP-09-2022-0215

Galindo-Kuhn, R., & Guzley, R. M. (2001). The Volunteer Satisfaction Index: Construct Definition, Measurement, Development, and Validation. Journal of Social Service Research, 28(1), 45-68. https://doi.org/10.1300/J079v28n01_03

Hatcher, R. L., & Gillaspy, J. A. (2006). Development and validation of a revised short version of the working alliance inventory. *Psychotherapy Research*, 16(1), 12–25. https://doi.org/10.1080/10503300500352500

Konieczny, P. (2018). Volunteer Retention, Burnout and Dropout in Online Voluntary Organizations: Stress, Conflict and Retirement of Wikipedians. In P. G. Coy (Hrsg.), Research in Social Movements, Conflicts and Change (Bd. 42, S. 199–219). Emerald Publishing Limited. https://doi.org/10.1108/S0163-786X20180000042008

Kroenke, K., Spitzer, R. L., Williams, J. B. W., & Lowe, B. (2009). An Ultra-Brief Screening Scale for Anxiety and Depression: The PHQ-4. Psychosomatics, 50(6), 613-621. https://doi.org/10.1176/appi.psy.50.6.613

Livi, S., De Cristofaro, V., Theodorou, A., Rullo, M., Piccioli, V., & Pozzi, M. (2020). When motivation is not enough: Effects of prosociality and organizational socialization in volunteers' intention to continue volunteering. *Journal of Community & Applied Social Psychology*, 30(3), 249–261. https://doi.org/10.1002/casp.2446

Neely, A. R., Lengnick-Hall, M. L., & Evans, M. D. (2022). A process model of volunteer motivation. Human Resource Management Review, 32(4), 100879. https://doi.org/10.1016/j.hrmr.2021.100879



Ein paar Referenzen II

OECD & European Union. (2022). Health at a Glance: Europe 2022: State of Health in the EU Cycle. OECD. https://doi.org/10.1787/507433b0-en

Stukas, A. A., Hoye, R., Nicholson, M., Brown, K. M., & Aisbett, L. (2016). Motivations to Volunteer and Their Associations With Volunteers' Well-Being. *Nonprofit and Voluntary Sector Quarterly*, 45(1), 112–132. https://doi.org/10.1177/0899764014561122

Tabassum, F., Mohan, J., & Smith, P. (2016). Association of volunteering with mental well-being: A lifecourse analysis of a national population-based longitudinal study in the UK. BMJ Open, 6(8), e011327. https://doi.org/10.1136/bmjopen-2016-011327

The Lancet. (2016). The health crisis of mental health stigma. The Lancet, 387(10023), 1027. https://doi.org/10.1016/S0140-6736(16)00687-5

Traeger, C., Haski-Leventhal, D., & Alfes, K. (2022). Extending organizational socialization theory: Empirical evidence from volunteer work for refugees in France and Australia. *Human Relations*, 75(6), 1140–1166. https://doi.org/10.1177/00187267211006451

Vorobieva, A. E., & Skipor, S. I. (2021). Psychological Characteristics of Volunteers of Different Types of Activity. Social Psychology and Society, 12(3), 205-218. https://doi.org/10.17759/sps.2021120313

Wilson, J. (2000). Volunteering. Annual Review of Sociology, 26(1), 215-240. https://doi.org/10.1146/annurev.soc.26.1.215

World Health Organization. (2021). Mental health atlas 2020. World Health Organization.

World Health Organization. (2022a). Mental health and COVID-19: Early evidence of the pandemic's impact. https://www.who.int/news-room/fact-sheets/detail/mental-health-strengthening-our-response

World Health Organization, (2022b). World mental health report: Transforming mental health for all, World Health Organization.

Yanay, G. V., & Yanay, N. (2008). The decline of motivation?: From commitment to dropping out of volunteering. Nonprofit Management and Leadership, 19(1), 65-78. https://doi.org/10.1002/nml.205

Zhou, S., & Kodama Muscente, K. (2023). Meta-analysis of Volunteer Motives Using the Volunteer Functions Inventory to Predict Volunteer Satisfaction, Commitment, and Behavior. Nonprofit and Voluntary Sector Quarterly, 52(5), 1331–1356. https://doi.org/10.1177/08997640221129540

