

**Appendix A**

**Appendix A: Final Volunteer Assessment Framework (Vaf) Tool.**

<b>Altruistic value (core)</b>	Strongly Agree	Agree	undecided	Disagree	Strongly disagree
It creates a better society					
It translates deep held values into actions.					
They think about the welfare of other people,					
They feel empathy for others					
They consider themselves to be people who get involved					
<b>Material gain (core)</b>					
They benefit at times in terms of cash or kind					
At times they are given materials that have remained after volunteering					
Sometimes they are paid					
Sometimes they are rewarded and they feel good					
Volunteer benefits add to their wealth					
<b>3. Esteem enhancement (additional for volunteers)</b>					
They want to instill pride in themselves					
It makes them feel important					
It makes them feel appreciated					
It makes them feel recognized					
No matter how bad one has been feeling, volunteering helps one to forget about it					
<b>4. Career Development (additional for non-volunteers)</b>					
They want to learn job-related skills					
Of the chance to gain new experience					
It will help them get an opportunity at a place where they would like to work					
It can help them get a job					
Of personal growth					
<b>5. Social adjustment (optional for non-volunteers)</b>					
It is an opportunity for relationships					
People at job/school/church/group would approve of their volunteering.					
People who are close to them would support them to volunteer					
Their family members would encourage them to volunteer.					
Of reciprocal interactions in community					
<b>6. Development of understanding (optional) for non-volunteers</b>					
It satisfies their curiosity about other people and the problems that they face					
Of the opportunity to make friends					
Of opportunity to challenge themselves					
Volunteerism allows them to test their existing skills and abilities.					