Theory of Change for volunteer wellbeing

Intermediate outcomes

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Activity

Volunteering with a group, club or organisation

Key influencing factors

- Individual circumstances
- What volunteers do, how much and how often
- Volunteering support and management

Mechanisms of change

- Connecting with others
- Feeling appreciated
- Doing something purposeful and meaningful
- Developing and using skills and experiences
- Role and group identity
- Enjoyment
- Structure, routine, distraction
- Exposure to outdoors and nature
- Role demands

Purpose, identity & values

- Increased sense of purpose and meaning of life
- New/developed sense of identity
- Expression of altruism/giving back

and development

Personal growth

- Increased self-efficacy
- Increased self esteem
 Increased confidence
- Increased stress, exhaustion, burnout

Subjective wellbeing impacts

- Greater happiness
- Higher life satisfaction
- Better quality of life
- Stronger or clearer sense of purpose
- Reduced anxiety
- Less depression

Relationships

- Increased social connectedness
- Increased sense of
 belonging/feeling part
 of something

Personal motivations and values

Social relationships and networks (family, friends)



DRIVERS and BARRIERS affected by and leading to INEQUALITY



Individual resources (e.g. health, time, skills, confidence)

Wider community, societal and global factors



Subjective wellbeing

influences and shapes volunteering