

INVOLVING YOUR STAFF IN RECRUITMENT!

A Training Exercise

Purpose:

- To discuss the expectations of program staff and site supervisors for AmeriCorps members.
- To agree on a shared vision of desired knowledge, skills, and attitudes for members in your program.
- To design training to reach the shared vision.

Instructions:

Ask program participants to think for 2 minutes individually about their vision of the perfect AmeriCorps member. How would they describe her/him? What would the member be able to do? What would her/his attitude be? What would s/he know?

Once they have in mind a picture of the perfect AmeriCorps member, ask them to take 8 minutes to create a representation of him/her on newsprint. They can use any combination of drawing and words to complete the representation.

Give each person one minute to share her/his representation of the perfect AmeriCorps member. Then as a group, compare and contrast the perfect AmeriCorps members and forge them into a collective vision. Now draw one representation that highlights the knowledge, skills, and attitudes (training outcomes) your program wants its members to have. Use these outcomes to guide the design of your pre-service training.

Variation:

Adapt the activity for teambuilding. During pre-service training, ask individual members of work teams to draw a representation of what they hope their team will be. Have them compare and contrast their visions in their teams and decide on a collective vision. Ask members to decide on steps the team needs to take to develop and achieve the characteristics outlined in the vision.