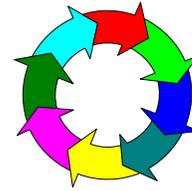


MEMBER WORK CYCLE



Time/stage	Characteristics	Needs from Supervisors
<p>Stage 1: Forming</p> <p>8-12 weeks</p>	<ul style="list-style-type: none"> ▪ Excitement, anticipation and optimism ▪ Ambiguity about AEAP role ▪ Desire for belonging (integration as Staff) ▪ Insecurity (especially if first job) ▪ Feelings of being overwhelmed (adjustment to 40 hour work week for post-college students) 	<ul style="list-style-type: none"> ▪ Positive affirmation (we're glad you're here!) ▪ Informing Staff of role of AEAP Attention to emotions relating to transition ▪ Need for high amounts of structure and direction ▪ Facilitated opportunities for asserting needs/concerns ▪ Availability of Supervisor
<p>Stage 2: Storming</p> <p>12-18 weeks</p>	<ul style="list-style-type: none"> ▪ Frustration (honeymoon is over!)—disillusionment from primary expectations ▪ Beginning to see needs of placement, but feeling insecure about ability to <i>make a difference</i> or see results of work (why am I here?) ▪ Possible judgement about what's wrong with site ▪ Beginning of burn-out ▪ Insecurity continues ▪ Dumping syndrome (other staff/ supervisors involve AEAP's in tasks that they do not see as part of their position) 	<ul style="list-style-type: none"> ▪ Reminding them that the disillusionment is normal. Establishing REALISTIC expectations for remainder of year (learning goals, outcome goals, etc.) ▪ Conversing about administrations' awareness of issues and limitations of site, facilitation of opportunity to share observations ▪ Mental-health day is OK! Be certain only working required hours ▪ Give CPR (Constant Positive Reinforcement!) ▪ Ask to determine if it's happening! Then talk w/ staff when necessary and/or make AEAP aware that all staff

		share “grunge” work
Stage 3: Norming 18-24 weeks	<ul style="list-style-type: none"> ▪ Same as above! ▪ Conflict sometimes arises between needs of volunteer (what they like to do/ what skills they want for the future) and what the placement needs ▪ Many demands from many sides (like the rest of us!) 	<ul style="list-style-type: none"> ▪ Same as above! ▪ Keep this in conversation, and as above, ask AEAP to outline goals and expectations clearly (ideally as part of evaluation) ▪ Be aware of these issues! Support when possible ▪ Complete 3 month evaluation to assist.
Stage 4: Performing 24 weeks- one month before end of term	<ul style="list-style-type: none"> ▪ UH-OH! What am I going to do next? ▪ Routineness of job sets in and expectations are not being met (this isn’t rewarding every single day) ▪ Mastery of task makes performance possible 	<ul style="list-style-type: none"> ▪ Make referrals to places to explore future career options ▪ Recognition is key ▪ Share own means of dealing with routine. Continue CPR.
Stage 5: Adjourning one month before end of term- end	<ul style="list-style-type: none"> ▪ Ambivalence about leaving ▪ Stress of what’s next ▪ Feeling that “not enough” was done during term of service ▪ Emotional struggle with leaving relationships 	<ul style="list-style-type: none"> ▪ Recognition is key ▪ Help them explore options ▪ Provide feedback of what they accomplished during the year ▪ Share own means of dealing with transition