# Theory of Change for volunteer wellbeing

Intermediate outcomes

### 2222

### 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