

**North Carolina 4-H Youth Development**

**New Professional  
Competencies Assessment**

**Organizational Systems  
and  
Volunteerism**



Protected Under  
18 U.S.C. 707

**Name:** \_\_\_\_\_

**Title:** \_\_\_\_\_

**County:** \_\_\_\_\_

Adapted July, 2005 based upon the  
4-H Youth Development  
Professional Research & Knowledge Competency (PRKC)  
Taxonomy (2004)

## Instructions

For each of the following 32 individual professional competencies, organized into six taxonomy areas, assess your current level of professional expertise. Use the following operational definitions:

<b>Well Understand:</b>	High level of current expertise; Have demonstrated this competency in previous professional responsibilities; can serve as a mentor to peers in developing this competency
<b>Understand With Training:</b>	Some level of current expertise; Are aware of this competency but have limited experience in implementing it; Potential topic for in-service training
<b>Don't Understand:</b>	No current expertise with this competency; Need immediate assistance from district liaison and peers in implementing it; definite topic for in-service training

# Organizational Systems

*Planning, implementing, and evaluating programs that achieve youth development outcomes.*

Youth development professionals apply the understanding of:

Specific 4-H PRKC Component	Well Understand	Understand With Training	Don't Understand
Organizational Effectiveness			
Strategic Planning			
Program Governance			
Management			
Work/Life Balance			
Interpersonal Skills			
Diverse, targeted communication strategies			
Marketing			
Accountability/Impact			
Budgets			
Resource Development Stewardship			
Risk Management: People			
Risk Management: Property			
Risk Management: Financial			
Risk Management: Goodwill/Image/Reputation Management			
Professional Ethics			
Professional Scholarship			
Professional Advocacy			

**Comments:**

# Volunteerism

*Building and maintaining volunteer management system for the delivery of youth development programs.*

Youth development professionals understand:

Specific 4-H PRKC Components	Well Understand	Understand With Training	Don't Understand
<b>Philosophy of Volunteerism</b>			
<b>Trends in Volunteerism</b>			
<b>Advocating for Volunteerism</b>			
<b>Climate for Volunteerism</b>			
<b>Identifying Volunteer Needs</b>			
<b>Writing Volunteer Position Descriptions</b>			
<b>Recruiting Volunteers</b>			
<b>Selecting Volunteers</b>			
<b>Orientation of Volunteers</b>			
<b>Education of Volunteers</b>			
<b>Adult Development and Learning Theory</b>			
<b>Supervising, &amp; Coaching Volunteers</b>			
<b>Performance Management of Volunteers</b>			
<b>Recognition of Volunteers</b>			

**Comments:**