



# MUTUAL AGREEMENT - FINAL DISCUSSION

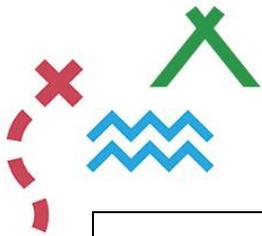
Name of the volunteer:

Date:

Position:

Name and position of the recruiter:

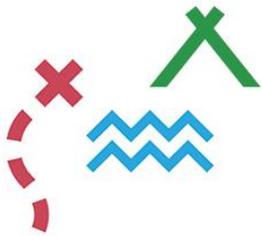
Volunteer position description(This will help the recruiter and the next volunteer.)
Were you sufficiently supported in the position?
What do you think about the mentoring you received (if any)?
Did you learn what you wanted to learn in the position? What did you learn?
Have you benefitted from the validated or credited education modules of Scouting in your studies or work-life? Have you otherwise benefitted from what you learned?
How did your leadership skills develop? What leadership skill would you like to develop next? (interaction, envisioning, self-management and implementation skills)



How well did the estimation for the use of time keep?
What is your next step?
How can we ensure that the skills and knowledge gathered in the position are available also after the end of the agreement?
How would you improve this volunteer position in the future?
Do you have any feedback to the recruiter?
Other important matters concerning the position.

**Warm thanks for your important work as a volunteer in Scouting and guiding!**

Read more about acknowledgement and feedback:  
[www.partio.fi/lippukunnille/pestien-tuki/kiittaminen-ja-palaute/](http://www.partio.fi/lippukunnille/pestien-tuki/kiittaminen-ja-palaute/)



## Instructions for the final discussion

Every volunteer position is meant to end at some point. In order to learn new things and to get inspired about something, it is vital that we challenge ourselves and occupy ourselves with subjects that we are interested in. You can find suitable guiding and scouting positions for everyone in different stages of life and at different points in their guiding and scouting paths.

Now it is good time to think what you have achieved and learned in your position. It is also important for both parties to receive feedback. **Thank you for your effort!**

The final discussion may raise issues that are useful for the development of the position. The recruiter may save the information when necessary. You can also modify this form according to your needs!

## Questions to support the final discussion

### Support

- › Were you sufficiently supported in the position?
- › How did mentoring work? (if used)

### The volunteer's development in the position

- › What things motivated the volunteer? How could you remain as a motivated volunteer?
- › What did you learn during your volunteering?
- › What do you want to learn in the future?
- › How did your leadership skills develop? (interaction, envisioning, self-management and implementation skills)
- › What leadership skill would you like to develop next?
- › Did you reach your own goals?

### Possibilities to participate

- › How accurate were the estimations for time use made in the initial and mid-term discussions? If someone else will continue in the position, what would be a realistic estimation for the time the position demands?
- › What things have affected your use of time? Was the position suitable or demanding?
- › What things would be good to develop in the position, group and organisation? Is there something that needs to be changed?

### Continuity management

- › How have you ensured that the skills and knowledge gathered in the position will be available also later? Is it possible for the volunteer or someone else to transfer the skills and knowledge?
- › What is your next step?
- › What volunteer role would suit you in the future?
- › You can get familiar with different vacant position together (Vacant positions of the local group, the Guides and Scouts of Finland and the Guide and Scout districts: [www.partio.fi/avoimetpestit](http://www.partio.fi/avoimetpestit))