

# The Number One Way to Avoid Burnout

## Share the Work, the Fun, the Glory

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**H**ave you ever experienced that "lonely at the top" feeling? Like if you quit, your entire organization would collapse? Has your family complained that you spend too much time doing your volunteer work?

There's no secret to avoiding burnout as a group leader, just one simple word – delegate. That's the familiar term, but in a volunteer organization it would be better to say, "share the work, the fun and the glory".

Leaders of winning organizations have mastered the art of delegation. Although it's not difficult to learn, it does take some thought and planning.

### Benefits of Delegation:

- You enjoy your volunteer work more.
- You devote less time to the things you don't like.
- Your organization grows stronger.
- Your group's contributions increase.

### How to Share the Work, the Fun and the Glory.

1. **Recruit from your passion:** You can't fake authenticity. When you're truly excited about something, others will want to join you.
2. **Recruit personally:** Face-to-face is best, then telephone, but email is a far distant third. Almost all leaders are recruited by personal invitation from another leader. Never ask for volunteers through newsletters, or in group meetings. Recruit one-on-one where you can discuss how the person is a good fit with the responsibility, and let your zeal show.
3. **Winners Want to Win:** Winning organizations have people competing for service opportunities because the work is meaningful. When you recruit with a vision for the future that excites you, it rubs off on others. To say it another way: winners don't join losing efforts, and they hate the smell of desperation. Never beg for help. Offer exciting opportunity.
4. **Offer a Trial Period:** Joining a board or committee can sound like a life sentence. So, offer a trial period with a "no strings attached" guarantee and an easy escape clause.

5. **Recruit for Projects, Not Positions:** Winners love a goal with a deadline, so recruit for projects, not positions. You may eventually get some board members. You may not. But you will get things done. That's your goal. **Tip:** Don't recruit the project team...just the leader who will find the team.

6. **Delegate Authority with Responsibility:** That means developing a tolerance for mistakes, and things that just aren't done the way you would do them. If you want to kill a group, do everything yourself, or micromanage the work of your volunteers. But when you give an assignment with power, you challenge the new leader. That's how an organization grows.

7. **Know When to Pay for It:** Non-profit groups can't do everything with volunteer labor...nor should they. Great leaders delegate projects to paid vendors to save time, reduce stress on volunteers, maintain continuity and quality, or acquire specialized knowledge. Even if group members have the required expertise, it's often better to deal with a vendor you can fire than with a group member you want to keep as a friend.