

_ Helping Volunteers Find Their Niche

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Multiple Intelligence Theory

- Howard Gardner, professor at Harvard
- Originally seven intelligences introduced
 - Interpersonal
 - Intrapersonal
 - Logical/Mathematical
 - Verbal/Linguistic
 - Musical
 - Bodily/Kinesthetic
 - Visual/Spatial
- Two more were added later
 - Naturalistic
 - Existential



Verbal/Linguistic

- Have highly developed auditory skills
 - Makes them great speakers and listeners
- They like reading, playing word games, poetry, and sharing stories
- Tend to be verbal processors and talk through the issue
- Often speak more than one language



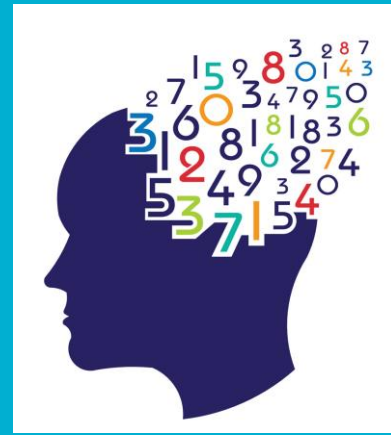
Verbal/Linguistic Volunteers

- These people will most likely be
 - Patient Care Volunteers
 - Story Tellers
 - Story Gatherers
 - Listeners
 - Bereavement
 - Callers
 - Support Groups
 - Great communicators and proofreaders!
 - Speaking events
 - Recruiting events
 - Fundraiser motivators
 - Newsletters and social media
 - Clerical



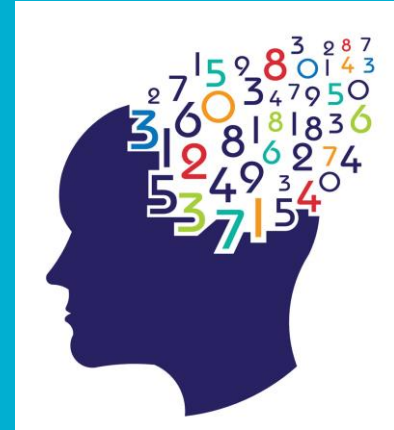
Logical/Mathematical

- Think conceptually, abstractly and are able to see and explore patterns and relationships
- They like to experiment, solve puzzles, ask cosmic questions
- Enjoy games of logic and strategy
- Think about, plan for, and execute tasks in efficiently logical ways
- Tend to ask questions in order to solve or find a solution
- Often seek clarification to fully comprehend directions
- Prefer step by step directions



Logical/Mathematical Volunteers

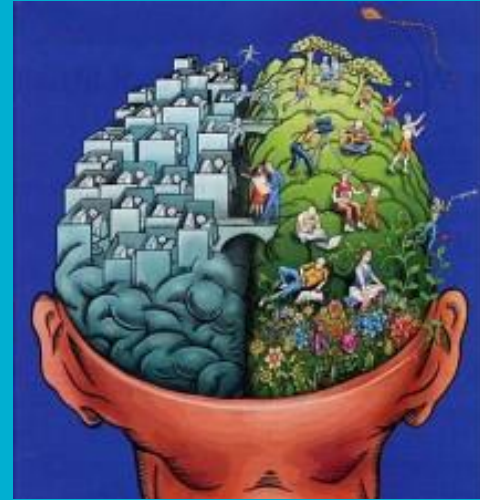
- These people will most likely be
 - Planners
 - For events or programs
 - Money people
 - Budget helpers
 - Fundraisers
 - Clerical Volunteers
 - Filing
 - Medical Records
 - Data Entry
 - Making packets
 - Processing paperwork



Remember: Not all in this category possess mathematical skills!!

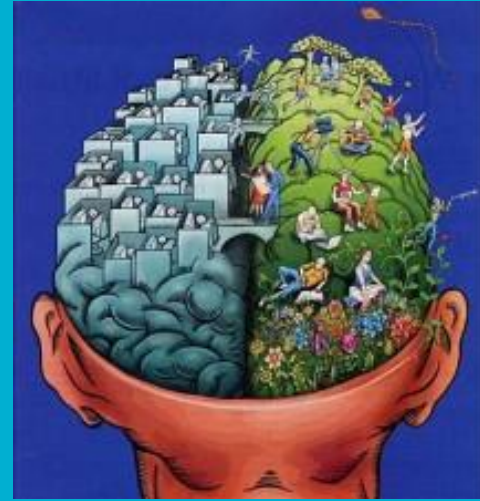
Visual/Spatial

- Allows you to see and modify things in your mind
- Able to visualize space and design
- Can “see” what they think
- Often artistic in nature
- Very aware of their environment
- Utilize physical imagery
- Explain with landmarks and physical entities
- Have a keen sense of direction



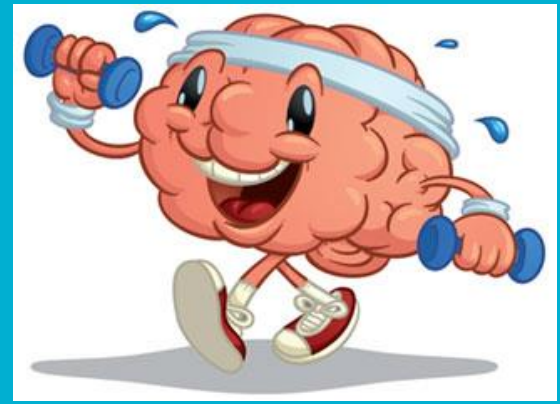
Visual/Spatial

- These volunteers will most likely be
 - Artists
 - Perhaps Art Therapy Volunteers
 - Special projects
 - Crafters
 - Designers
 - “Big Picture” thinkers
 - Organizers
 - Donation processors



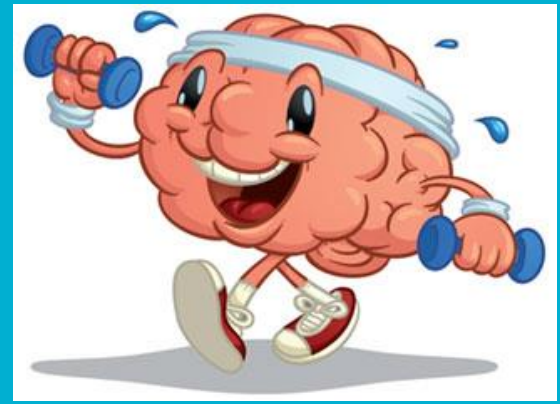
Bodily/Kinesthetic

- Learn through doing and moving
- “Hands On” learners
- Often use gestures when talking or explaining
- Always on the move
- Like working on projects such as building and crafting
- Like to be active and tend to be your exercise fanatics



Bodily/Kinesthetic

- These volunteers will most likely be
 - Crafters
 - Massage Therapist
 - Bereavement
 - Grief Support - camps, skits, role playing
 - Special Events
 - Sometimes your “muscle” for set up and clean up
 - Patient Care Volunteers
 - Most likely with patients still able to “get out and do”
 - Housework and Yard work



Musical

- Enjoy and appreciate Music
 - Listening
 - Singing
 - Playing instruments
- Sensitive to sound and rhythm
- Sensitive to the emotions music conveys
- Often listen to music in the background while working
- Tend to speak or share via music media, songs, lyrics, artists
- May often hum, sing, drum without realizing



Musical Volunteers

- These people will most likely be
 - Music Ministry Volunteers
 - Special Events
 - Provide music for events
 - Bereavement
 - Music for services/funerals
 - Patient Care Volunteers
 - Often will use music to connect with the patient



Interpersonal Volunteers



- These people will most likely be:
 - Patient Care Volunteers
 - Front Desk or Greeters
 - Mentors for new volunteers
 - Advocates for your program
 - Health Fairs
 - Community Events
 - Recruiting other volunteers

Usually they are just happy to be there and will help out wherever!

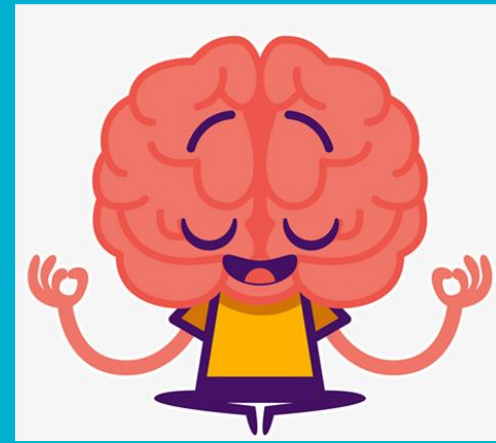
Interpersonal



- Ability to perceive and make distinctions in the moods, intentions, motivations, and feelings of other people.
- These are people people
- Prefer group projects, teamwork, collaboration
- Tend to be more extroverted with lots of friends

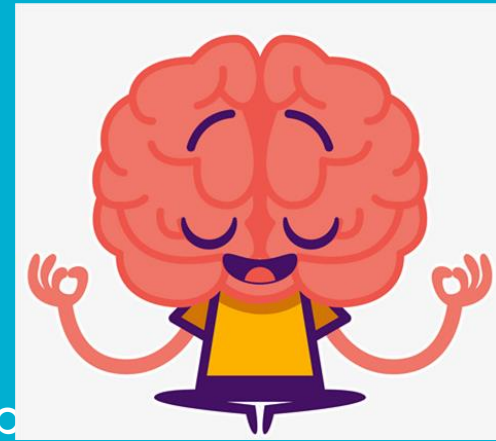
Intrapersonal

- Tend to be very self aware
- Tend to be more introverted and reserved
- Know their own limits and abilities
- Prefer working independently
- They need time alone for self reflection
- Tend to set personal goals and are self motivated
- Trust their intuition and tend to go with their “gut feeling” about people and situations
- Listen more than they talk



Intrapersonal Volunteers

- These people will most likely be
 - Patient Care Volunteers, but be careful with p
 - Clerical
 - Bereavement
 - Crafters



Remember they are self aware and will usually tell you what they want to do. Some are good with other people one on one.

Naturalistic

- Understand the patterns of living things and apply scientific reasoning to the world.
- Usually your science related professionals: Botanist, Veterinarian, Biologist, Agriculturalist, etc.
- Sensitive to the natural world around them
- Often your environmentalists and nature lovers
- Like to explore the “Great Outdoors”
- Would rather be outdoors and exploring than indoors tied to a desk



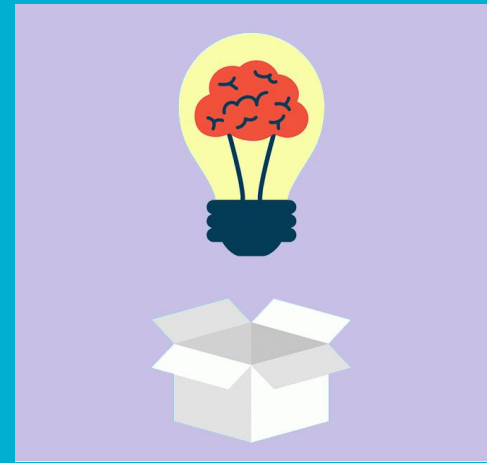
Naturalistic Volunteers

- These volunteers will most likely be
 - Pet Therapy Volunteers
 - Flower Program Volunteers
 - Caretakers of the office plants and animals
 - Gardeners and/or Yard Work Volunteers



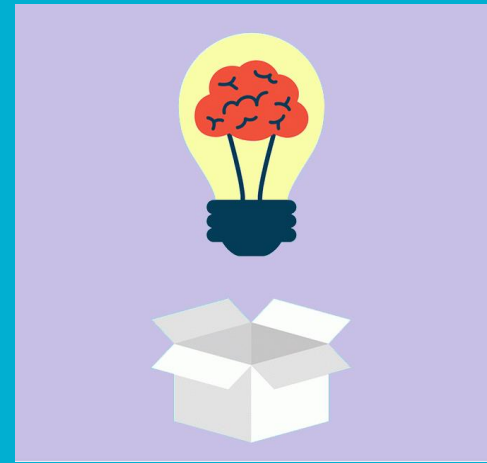
Existential

- Philosophers and Theologians
- Big Picture Thinkers
- Think “outside of the box” to solve problems
- Tend to find loopholes, “gray” areas, or creative ways around an issue
- Possess the ability to use collective values and intuition to understand others and the world around them.
- Extremely deep thinkers who question their place in the world.
- Have interest in questioning the meaning of life, death, and beyond.



Existential Volunteers

- These volunteers will most likely be
 - Patient Care Volunteers
 - Spiritual Care Volunteers
 - Pre and Post Bereavement



How does this apply to your volunteers?



How do YOU learn best!

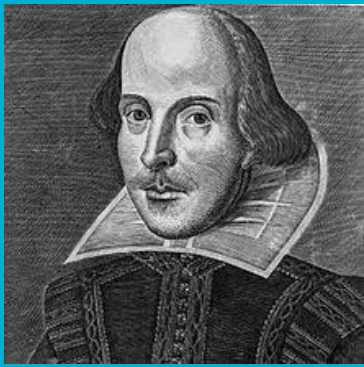


Multi MI people

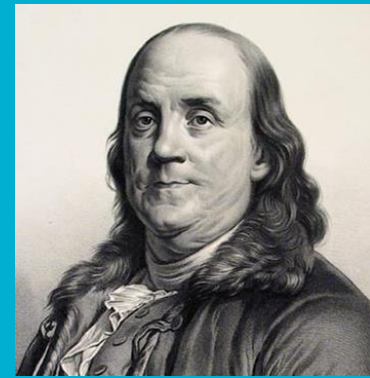
— EGOT winners: Emmy, Grammy, Oscar and Tony awards

John Legend, Whoopi Goldberg, Rita Moreno, Lin Manuel Miranda, Jennifer Hudson, Sir Andrew Lloyd Webber, and 2 time EGOT Robert Lopez





Multi MI people



Public/Historical figures

William Shakespeare, Benjamin Franklin, Mother Teresa,
Martin Luther King, Jr., Queen Elizabeth II,
The Obamas, Oprah Winfrey,



Multi MI people

Comedians/Musician/Actors/Dancers

James Corden, Jimmy Fallon, Maya Rudolph, Will Ferrell, Kristen Wig, Neil Patrick Harris, Hugh Jackman, Zendaya, Zac Effron, Anne Hathaway, Meryl Streep, Emily Blount P!NK, Lady Gaga, Bradley Cooper, Tom Holland, Jamie Foxx



For more information:

Google Search the following:

- Multiple Intelligence Theory
 - Several websites also provide MI inventory or tests
- Howard Gardner
 - Books include: Multiple Intelligences, Frames of Mind, Unschooled Mind
- Thomas Armstrong
 - Books include: Multiple Intelligences in the Classroom, In Their Own Way, 7 Kinds of Smart

Contact Information

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Society for Healthcare
Volunteer Leaders

Breakout Session Evaluation

