

An overview of the Art of Crazy Paving (Volunteering England 2008)

Step 1 – Finding the motivation

- Think how volunteering can help you:
 - Getting recognition
 - Getting extra training
 - Improve skills
 - Help build your pathway to career success
 - Look at other volunteer case studies
 - Write down your top three benefits of volunteering
- Top tip – think creatively about how volunteering can get you started on your pathway
- ➡ You can only make a success of volunteering if you are properly motivated.

Step 2 – Picturing your pathway

- Look ahead and think about how you want your career to progress:
 - What do I want from a job? (Work environment, colleagues, organisation)
 - What do I value? (Good salary, flexible hours, job satisfaction)
- Top tip - volunteer somewhere that makes you feel passionate, encouraged and rewarded
- ➡ Volunteering will let you work out what you're good at and where you want to be, it can let you consider your options and try some of them out.

Step 3 – Creating the right pieces

- What projects will help you get to where you want to be?
 - Choose your volunteering based on your interests and what skills/experience you want to achieve.
 - Assess your strengths and weaknesses choose opportunities that will help build your weaknesses into strengths.
 - Set yourself goals using a PDP
 - Be proactive
- Top tip - increase your strengths and seek ways to improve your weaknesses
- ➡ Recognise that it is your job to get a job!

Step 4 – Making the pieces fit

- Learn how to articulate skills gained through volunteering as selling points to employers

- Think about what employers are looking for. Someone to stand out from the crowd? Someone who has transferable skills?
- Learn to market yourself
- Think about positions of responsibility you've held
- Think about challenges you've faced and how you've overcome them
- Think about what you've learnt
- Top- tip - begin putting your positive portfolio together
- ➡ Start thinking creatively about what you have achieved through volunteering and find the right vocabulary to sell those skills.

Step 5 – People who can point the way

- Think about the value of volunteering for networking. How can you develop your own networking skills?
 - Who do you know, who do they know and who could you get to know?
 - Think about how you can meet people
 - Think about what questions to ask them
 - Improve your cold calling skills
- Top tip - polish your networking skills by volunteering as a leader
- ➡ Don't limit your job search to application forms and speculative letters!

Step 6 – The cornerstones of success

- Developing a winning CV and effective interview techniques
 - Create a CV that sells
 - Translate your volunteering into CV speak
 - Plan your answers to interview questions
- *Top tip – compose and practice telling your volunteering case study confidently*
- ➡ Learn to market yourself and your experience with self belief and conviction.

Step 7 – Crazy Paving!

- Bring it all together and use your new skills throughout life
 - Reflect on everything you've learned through previous steps
 - Make sure you can check off the six top tips
- ➡ **Volunteering is a win-win activity and this guide shows you how to use it to help yourself, but remember you'll always be helping others!**