

ICS Selection Dimensions and Elements

When it comes to selecting volunteers for ICS we are looking for these seven selection dimensions:

Positive and Realistic Commitment

A positive approach to working as a volunteer based on realistic and not excessive expectations

- Commitment to volunteering with ICS
- Thought through the implications of volunteering with ICS
- Aware of likely realities

Commitment to Learning

The continuing desire for others to learn and the humility for personal learning and development

- Open to Learning
- Committed to helping others learn

Practical Problem Solving Ability

The ability to solve practical problems using available resources. An inventive and positive approach, making decision where necessary

- Positive approach to solving practical problems
- Willing to make decision where necessary
- Inventive use of available resources

Flexibility and Adaptability

An adaptable approach to dealing with new and demanding situations

- Balanced response to change
- Alters behaviour in a way that is appropriate to new and demanding situations
- Open to different ways of doing things

Self Assurance

The self-confidence to be sufficiently independent and to deal with people and circumstances with equanimity and humour

- Comfortable in new situations
- Good humoured
- Aware of and able to express own needs

Working With Others

The social skills to work with others and to enable others to solve problems as well as persuading others to implement plans

- Able to develop working relationships
- Able to involve others in seeking solutions
- Able to negotiate with others

Sensitivity to the Needs of Others

An open and non judgemental approach which respects other people and cultures. Good listening skills and empathy

- Sensitivity in interpersonal relationships
- Diplomatic response to cultural difference
- Non judgemental approach to different beliefs, behaviours, values and norms