I volunteered CityTeam San Jose.

Link: https://www.cityteam.org

What I did at City Team:

* Sort clothing donation
* Pack fruits and vegetables
* Distribute food and clothes

What I learn as a team:

**Leadership**: having a leader to motivate and empower everyone in a group is very important. The leader is willing to take responsibilities for making good things happen in a group such as motivate the group to volunteer together; to make volunteer more fun and enjoyable.

**Skill development**- communicatation, collabration, decision making

**Teamwork**

What I learn from City team

Adaptability

Felixibility

Productivity Boost

Time management

Theories I would like to apply:

**Expectancy Theory**: Motivated when your efforts will lead to a certain performance that performance will lead to a certain outcome.

**Needs Theories**: Herzberg theor

Hygiene or extrinsic factors, does not lead to motivation; it only leads to the absence of dissatisfaction.

Motivating or intrinsic factors are those associated with the nature of the work itself—achievement, recognition, challenging work, responsibility, and growth.

I and my team did volunteer very late and we didn’t have much option to do. So, we had many problems when choosing the organization since we needed to find the volunteer place that match all member schedule. The reason for doing volunteer is to learn how to do team work and do the project. So we need to have 10 hours volunteer together.