

Exposure

Exposure is learning through observation and may also include regular two-way feedback to mentorships. Provide UN Volunteers with opportunities to connect and collaborate with others to learn their role, exchange ideas and experiences and realize their own development.

Activities	Description
Onboarding buddy	An onboarding buddy helps the volunteer gain understanding of the organization and country context. It also assists in settling-in during onboarding.
Coaching buddy	A coaching buddy, someone caring and patient, to show the ropes and answer questions about work, expectations and how to navigate the new environment – all the dos and don'ts.
Job-shadow	Shadow a colleague at work or meeting to gain insights of tasks performed and develop networks. Gain understanding of culture and perspectives on work from others' experience.
Peer to peer learning	Connect with other volunteers (national and international) within and outside the organization to exchange experiences, knowledge and ideas. It can be a source for moral support and non-intimidating assistance from someone at a similar level. It is also an opportunity to develop skills such as networking, active listening, basic counselling and coaching.
Feedback	Regular feedback, both positive and constructive, is key to a culture of continuous learning. It reinforces positive behaviour, provides focus and solutions, and drives volunteer engagement and performance.
Leaders in action	Invite the volunteer to observe management meetings, presentations, or planning sessions UN Volunteers may not typically be invited to. These actions provide exposure to decision-making processes, strategic objectives and organizational issues and help round-out their experience and provide new perspectives.
Engaging stakeholders	Accompany a colleague to a meeting with stakeholders or community members. Learn cultural etiquette and the skills to motivate and engage others through influencing and persuading.
One-on-one meetings	Establish regular discussions on progress and opportunities for improvement. Suggest how to fix mistakes, plug gaps in experience, and remove hurdles.
Reflection	Facilitate reflection on key activities through reviews. These exercises enable understanding of progress, challenges, and the realization of learning.
Informal gathering	Planned and unplanned spaces to interact with others allows learning to happen. These provide informal learning through exchange and reflection on topics of interest.
Mentorship	"Mentoring is a brain to pick, an ear to listen, and a push in the right direction." - John Crosby. Suggest a mentor to shorten the learning curve, expand knowledge and skills, and to provide guidance.

Adapted from <https://stanford.app.box.com/v/Exposure-Dev-Top-Ideas>