



THE OPPORTUNIST: These individuals, generally speaking, join the organization and want to remain part of it for reasons other than that of the organization's. They view their membership in your organization as a way of gaining credibility, respect, status, and/or title that they can use to gain entrance to other positions and/or organizations they wish to join or enter. Examples of this would include: individuals wanting to become elected officials and/or climb the ladder of political office, looking to associate themselves in your area of service, i.e., police, fire service, disaster response, etc. Other examples of Opportunist include people in the insurance or real estate sales business who are looking to make contacts or who receive an annual bonus for volunteering in the community from their full time place of employment.

NOTE: There is nothing wrong, in our opinion, with individuals joining your organization and being a Performer, while working towards a full time position in your area of service if they share their goals with you. In fact, many agencies like this arrangement as it gives them the opportunity to view the person's performance prior to hiring them.

How To Recognize: The Opportunist will usually join your organization and do little, if anything. When asked to commit, they usually have excuses such as "my work hours keep me from contributing, but I want to". If left alone, the Opportunist will continue to hang on without contributing unless there is an opportunity for recognition such as media photos or some type of media event and/or a free dinner, awards, etc.

Effect on Organization: **Low to High depending on visibility.** The Opportunist can have a negative effect on the morale of your volunteer organization and lead to ill feelings amongst your group. Your Performers will be asking, "why does this person only show up when there's something in it for them" and "why don't we fire this person". The Opportunist can drag down others who are normally consistent performers.

How to Deal With Them: The Opportunist may need this position so bad that they will go around you to your command staff to seek help to keep their position. You Must document their lack of participation and all warnings you give them before terminating them and to protect yourself from possible slander, have a witness with you.

