

Mid-Quarter Check-in



Purpose of this Workshop

- A chance to “check-in” with yourself & your AIP counselor



- To better understand where you are in your career development



- To identify any challenges you may be currently experiencing within your internship....



Word to the Wise



Awareness of the issues you encounter during the internship and **effort** toward working through those issues can make the difference between a **genuine learning experience** and just another line on your resume.



The Five Stages of an Internship



- Every student's internship experience is unique, but most interns pass through some common phases or stages.
- The five stages addressed here are fairly standard in any developmental process.
- The tips we've included should be used as tools to help you tackle challenges you may be encountering within a particular stage.



Stage I: Anticipation



Characteristics

- A mixture of excitement and anxiety
- Questions of “What if...?”
- Concerns about relations with supervisors, coworkers, and clients
- A lack of confidence and “imposter syndrome” may surface.
- Relatively low task accomplishment



Tips for Anticipation Stage

- Examine stereotypes or assumptions you hold.
- Develop a realistic set of expectations.
- Define goals clearly and specifically.
- Share your goals with your supervisor and coworkers.
- Work on developing positive relationships in the workplace.
- Introduce yourself!
- Recognize that it may take time to build trust before you are tasked with important projects.
- Do every task you are given to the best of your ability, with a positive attitude.



Stage 2: Disillusionment

Characteristics

- Experience may differ from expectations
- Low morale and/or a lack of personal investment in the work and learning
- Feelings of anger, sadness, disappointment or discouragement
- Feelings of being ignored, discounted or sidetracked
- Frustration at a lack of opportunity or your inability to demonstrate skills and competencies
- Difficulty getting up and going



Tips for Disillusionment Stage

- Recognize disillusionment as a normal & important part of the growth process.
- Continue to show up on time & complete your hours.
- Pay attention to your environment & watch for tasks or projects you find interesting.
- Propose a project or task you'd like to be involved with to your supervisor.
- Look for the meaning in less exciting tasks. Ask how they fit into the bigger picture of how the organization works.
- If you've realized this industry is not for you, focus on the skills & self-knowledge you can develop through the internship.



Stage 3: Confrontation



Characteristics

- Working through issues and concerns
- Revising unrealistic goals as opportunities change
- Requires belief that a situation can change, desire to make change happen, and effort toward action
- Opportunities to grow and gain confidence



Tips for Confrontation Stage

- Examine what is happening
- Revisit expectations, goals and skills. Shift your goals if they are not realistic.
- Communicate with your supervisor and coworkers. Ask for guidance as needed.
- Take the initiative to ask for projects or opportunities that interest you.
- Ask your AIP counselor if you need advice on how to handle a difficult situation.



Stage 4: Competence

- High morale and sense of investment
- Confidence and trust in abilities grow
- Begin to think of self as a professional
- Communication becomes more comfortable and open.
- Perfectionism or unreasonable standards may develop
- May not experience a feeling of success, even if others seem to see it
- Issues around juggling internship with other responsibilities.



Tips for Competence Stage

- Manage time and work load. Think about recreating balanced living.
- Ask for clarification on which projects are highest priority.
- Strive for excellence, not perfection.
- Continue to address difficulties that may arise.
- Fine-tune skills that can be generalized to everyday situations.
- Ask for feedback from your supervisor and coworkers.



Stage 5: Culmination



Characteristics

- Internship approaches ending date
- Feelings of pride in achievements, sadness over end of experience and/or guilt over not having done enough
- Goodbyes may lead to sadness and avoidance behaviors such as joking, lateness, absence and moodiness.
- Changing and conflicting emotions arise. May lead to devaluing of internship experience.



Tips for Culmination Stage

- Finish your work. Don't promise more than you can deliver.
- Identify and deal with any unfinished business.
- Clarify the final date of your internship.
- Write thank-you notes, go out to lunch or find other satisfying ways to say goodbye.
- Exchange contact information with your supervisor and others with whom you've built positive relationships.
- Make time for reflection.



Challenge Exercise



You can now apply what you have learned in this workshop to your current internship experiences by completing the Challenge Exercise.

The Challenge Assignment is due Friday of 6th week.

Please turn in your assignment to

aipwebmaster@ucsd.edu or drop it off at the AIP office.

