

MUCH LIKE SPORTS TEAMS ANALYZE GAME TAPES to pinpoint what worked and didn't work so they can develop a plan to enhance future play, interns should set aside time to look back and critically reflect on their internship. Below are some prompts to help you figure out what you liked and disliked about your internship, what you want to replicate in future experiences, and what changes you need to make to find a career, job, or workplace that's right for *you*. Select at least 2 questions from each category, write down your reflections, and consider talking to a career counselor, adviser, or mentor about your responses.

1: Reflect

BIG PICTURE

- > How would you describe your internship using 3 adjectives?
- > Was the internship what you expected? If not, why? What didn't meet your expectations?
- > What aspect of your internship did you most enjoy?
- > What most surprised you about your internship site and role?
- > What's a take-away you didn't expect...an unanticipated insight you gained?

INTERESTS:

- > What responsibilities did you feel really enthused about?
- > What tasks do you feel you did really well there?
- > What specific accomplishments do you feel most proud of?
- > What tasks or activities do you want to do in future jobs?

STRENGTHS & SKILLS:

- > What skills did you develop or enhance at your internship?
- > Which ones did you feel most excited to learn or use?
- > What feedback did you get from your internship site about your strengths?
- > What strengths do you have that didn't have a chance to be demonstrated there?
- > What's a skill deficit you realized you need to fill to be successful in that field?

VALUES:

- > What non-task-related thing about your internship did you most enjoy?
- > What values did you share with the organization? With coworkers?
- > Which of your personal or work values, if any, seemed at odds with your internship site?
- > I would have had a much better internship experience if only _____.

ENVIRONMENT:

- > What did you learn about what you need from a supervisor in order to do your best work?
- > How would you describe the culture at your internship site?
- > What about the culture do you want to replicate in future work settings?
- > If the culture at your internship site did not fully meet your expectations or goals, what can you learn from that? What needs to be different for you at a future place of employment?

MOVING FORWARD:

- > In what ways did your internship confirm your intended career direction?
- > What changes might you make to your career trajectory as a result of this internship?
- > What action step could you take to continue refining your career path? (see *After Internship: Next Steps* sheet for ideas)

2: Analyze

3: Integrate