

## QUESTIONS FOR EXPERIENCED HOSTS

This resource is designed for managing organizations as they are planning the orientation experience for hosts.

Previous hosts can serve as valuable guides by sharing their experiences with an incoming group of hosts. The ability to hear from experienced peers can help address any questions or concerns new hosts are having as they prepare to welcome interns.

The following questions are suggested prompts to guide the discussion, which can be used in a variety of formats:

- Panel discussions with experienced hosts during your event.
- Round tables or breakouts with groups of both new and experienced hosts.
- Interviewing hosts via video or for written articles to develop a bank of resources that can be shared with your cohort of hosts and beyond.

### QUESTIONS TO PROMPT A DISCUSSION

- How have you partnered with your co-mentor to build structure and accountability for your intern?
- What are your strategies for hosting more than one intern?
- How have you gone about setting goals and expectations for your interns and are there strategies you have used to keep them on track?
- Share about a challenge one of your interns has overcome during their time with your team. How did you help your intern overcome this challenge?
- Has your intern discussed his/her/their plans for after graduation with you? How do you support your intern in developing and solidifying a post-high school plan?
- What do you look forward to with your intern for the remainder of the year, specifically the summer when students will be working full-time?
- Are there any internal resources, trainings, or affinity groups that you already have or are planning to connect your interns with (i.e., Toastmasters, Excel training, Lynda, employee resource groups, diversity and inclusion initiatives)?