A RESOURCE FOR CAREER DEVELOPMENT EXPERIENCES

PARTICIPANT REFLECTION QUESTIONS

The following questions can be utilized at various points throughout a participant's CDE:

- Check-ins with managing organization
- As assignments to submit to managing organization
- Weekly check-ins with host supervisor
- Culminating reflection at the end of the CDE

Reflection is a critical component of a participant's CDE to:

- Make connections between what they did and the intended learning outcomes;
- Evaluate the quality of their work in relation to standards set by a host;
- Discover how their competencies and skills have improved over time; and
- Identify their strengths and areas of growth – determine next steps for improvement.

Building the ability to reflect is a valuable resource as participant's continue to navigate their pathway and communicate their experiences and skills with others, especially to those who may be able to connect them with an opportunity.

SUGGESTED QUESTIONS

BEFORE ONBOARDING

- What competencies and/or experiences are you most interested in gaining exposure to and developing during your CDE?
- How have your former work-based learning experiences prepared you for the CDE?
- How have your former/current classroom experiences prepared you for the CDE?
- Describe your goals and expectations for the CDE and what supports you might need to accomplish these.
- What do you think is going to be your biggest challenge in the CDE?

UPON COMPLETION OF ONBOARDING

- Describe your initial reactions to the first few days. What are you looking forward to the most? What do you think is going to be your biggest challenge?
- How would you describe the culture so far at your host site? Do you feel like you fit in? Why or why not?
- What is your communication with your host supervisor like so far? How has this communication supported your engagement in tasks and activities at the host site? Are there any supports or guidance you need from the managing organization?
- Have you received any feedback so far? If so, describe the feedback and your response.
- Describe the initial training/orientation that you received. How do you feel that this will enable you to meet expectations for performance at your CDE? What other supports or information might you need to perform at your highest potential?

DURING THE CDE

- Describe a task completed or a competency developed that you are proud of and what you did. How would you describe this in a job interview?
- Review the intended objectives and outcomes for your career development experience. Of these, what have you demonstrated or accomplished so far? What are you still looking to develop or complete?
- Evaluate your own performance so far as outlined in the professional skills assessment. What feedback would you give to yourself?
- Identify something new that you could do to improve your performance based on the standards and criteria in the professional skills assessment.
- What has pushed you out of your comfort zone so far? How have you addressed this challenge?
- What goals have you met so far? How do plan to meet the rest of your goals? Have any of your initial goals changed? If so, how?
- How have you contributed to the host? What insights or innovation have you offered to their current practices?
- What has surprised you most so far about your CDE?
- How have you built any professional relationships or networked with staff at the host site?
- Is there someone at the host whose career path you would like to follow? If so, describe their path and what you would need to do to make it happen.

UPON COMPLETION OF THE CDE

- Describe a task completed or a competency developed that you are proud of and what you did. How would you describe this in a job interview?
- Review the intended objectives and outcomes for your career development experience. Of these, what have you demonstrated or accomplished as a result of the experience?
- Evaluate your own performance as outlined in the professional skills assessment. What feedback would you give to yourself? Would you hire yourself at this host? Why or why not?
- What were your expectations of yourself before you started the CDE? Do you feel that you met those expectations? Why or why not?
- How have your personal goals evolved as a result of the CDE?
- What goals did you meet? Did any of your initial goals change? If so, how? If there are any remaining goals you hope to achieve, how do you plan to accomplish them?
- How did you contribute to the host? What insights or innovation did you offer to their current practices?
- Did you build any professional relationships with staff at the host site? If so, what future opportunities do you think there are to engage with them?
- Is there someone at the host whose career path you would like to follow? If so, describe their path and what you would need to do to make it happen.
- How would you describe the culture of the host site? Do you feel like this culture fits with your ideal employer or work values? Why or why not? If it doesn't – what have you learned and what would you like to see differently at the host or another place of employment?