

Appendix P: Facilitating Reflection

Setting up dedicated reflection opportunities for interns can be one of the easiest and best ways to begin a mentorship experience. For example, as explained in the [“Employer’s Guide to Building a Quality Internship Program”](#) by UNLV Career Services:



There are a variety of ways to assist the student in reflection. Reflection can include group discussions among interns, focus groups, 1-minute writing on a particular subject or the day, and on-going journaling. You can also strengthen the mentorship by offering feedback to the journals or through periodic informal meetings such as a standing monthly lunch.

Examples of reflection questions you might pose to your interns might include:

- “What did I learn today?”
- What ‘best practices’ did I observe?
- What professional problem-solving did I observe?
- What did I learn not to do?
- What did I learn about myself: my strengths, my weaknesses, my likes, my dislikes, learning gaps? new courses? more experience needed?”¹ ●

1. “Public Library Internships: Advice from the Field,” edited by Cindy Mediaville, p24

About this book

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