

The Developmental Stages of an Internship

Stage	Interns Associated feelings, behaviors and thoughts	Interns Suggested Response Strategies
Anticipation	<p>Positive Expectations</p> <p>Anxiety about self, supervisor, co-workers, field site, clients, life context</p>	<p>Be realistic, clear, specific goals</p> <p>Clarify and assess expectations</p> <p>Make an informed commitment</p>
Disillusionment	<p>Unexpected emotions</p> <p>Questioning adequacy of skills</p> <p>Understanding Breadth of demands</p> <p>Reality of relationships with clients</p> <p>Understanding/potentially conflicting operating values of organization</p> <p>Disappointment with supervisor/coworkers or tasks</p>	<p>Acknowledge gap between expectations and reality</p> <p>Normalize feelings and behaviors</p> <p>Acknowledge and clarify specific issues</p> <p>Acknowledge and clarify feelings</p>
Confrontation	<p>Achieve independence</p> <p>Gain confidence</p> <p>Experience effectiveness</p> <p>Changes in opportunities</p> <p>There can be interpersonal issues</p> <p>There can be intrapersonal blocks</p>	<p>Reassess goals and expectations</p> <p>Reassess support systems</p> <p>Develop specific strategies</p>
Competence	<p>High accomplishment</p> <p>Investment in work</p> <p>Quality supervision</p> <p>Understanding of ethical issues</p> <p>Worthwhile tasks</p> <p>Home/self /career issues</p>	<p>Share concerns openly</p> <p>Develop coping strategies</p>
Culmination	<p>Termination with clients</p> <p>Case management issues</p> <p>Redefine relationship with supervisors, coworkers, faculty, peers</p> <p>Ending studies</p> <p>Post internship plans</p>	<p>Identify feelings</p> <p>Recognize unfinished business</p> <p>Meet with supervisor</p> <p>Gather with colleagues</p> <p>Write final reflection</p>

The Successful Internship: Transformation and Empowerment in Experiential Learning; H.F. Sweiter, & M.A. King: Second Edition, Brooks/Cole, Belmont, CA.