

Curated Direct Quotes from HerdWork Humanities Mentorship Workshop

(with speaker context)

These quotes reflect the experiences of interns and community internship mentors participating in the HerdWork Humanities Internship Program. Speaker context is included to clarify perspective and relevance for external audiences.

On Mentorship and Persistence

“Work is not Tinder... you’re in this. Encouraging students to see the value in persisting when things are hard was one of the most important parts of mentoring.”

— *Community Internship Mentor, reflecting on preparing students for professional responsibility and long-term commitment*

“You didn’t die. You’ve done hard things before. This isn’t as new as it feels.”

— *Community Internship Mentor, describing how interns are coached to reframe workplace challenges*

These quotes illustrate mentorship practices that normalize difficulty, reduce anxiety, and promote resilience in professional settings.

On Humanities Skill Translation

“A lot of the students didn’t realize they already had the skills—they just didn’t have the right name for them.”

— *Community Internship Mentor, reflecting on students’ difficulty articulating humanities competencies*

“We don’t do a good enough job in the humanities of articulating what it is that we actually do—and mentorship helps translate that.”

— *Community Internship Mentor, discussing the role of internships in skill translation*

These comments demonstrate how mentorship helps interns identify, name, and communicate transferable humanities skills.

On Relational Mentorship

"I treat interns as colleagues. I show interest in their lives, their goals, and I don't waste their time."

— *Community Internship Mentor, describing an intentional peer-based mentoring approach*

"Listening—really listening—without assumptions is the first step."

— *Community Internship Mentor, emphasizing trust-based mentorship*

These insights reflect relationship-centered mentoring grounded in respect, attention, and mutual engagement.

On Intern Impact

"They brought me in as a peer, not as someone who didn't belong there. That changed everything."

— *Intern, describing inclusive onboarding and workplace culture*

"These aren't people with a problem—they're people. That realization changed how I see the world."

— *Intern, reflecting on growth in empathy and civic awareness during a community-based placement*

Interns describe increased confidence, belonging, and ethical awareness resulting from meaningful workplace integration.

On Deliverables vs. Process

"She didn't just learn how to make a poster—she learned a process she can use anywhere."

— *Community Internship Mentor, reflecting on transferable learning outcomes*

"It's not just the product. It's knowing how to get there again."

— *Community Internship Mentor, emphasizing process-based learning over isolated tasks*

These comments underscore the program's emphasis on repeatable workflows, revision, and transferable professional habits.

Identity & Humanities Impact

“An internship can shift your sense of who you are.”

— *Community Internship Mentor*

Tags: Humanities Impact

Captures identity formation and the clarifying impact of applied humanities learning.

“Revision is the heart of art.”

— *Community Internship Mentor*

Tags: Humanities Impact, Workforce

Signals creativity, reflective practice, and process-based learning that transfer to professional contexts.

Equity & Workforce Access (Stipend Value)

“It was a pay raise for me.”

— *Intern*, on what initially attracted them to the HerdWork Humanities Internship Program

Tags: Equity, Workforce

Demonstrates how stipends expand access, reduce financial barriers, and validate interns' labor.

Growth Mindset & Supervision Practices

“It’s okay to not be good at something yet.”

— *Community Internship Mentor*

Tags: Workforce, Humanities Impact

Reflects a program culture that normalizes learning curves and encourages skill development.

“What kind of supervision helps you do your best work?”

— *Community Internship Mentor*

Tags: Equity, Workforce

Illustrates learner-centered, adaptive supervision practices.

“What kind of feedback do you want?”

— *Community Internship Mentor*

Tags: Equity, Workforce

Highlights consent-based feedback as an inclusive mentoring strategy.

Collaboration & Civic Engagement

"I already understood the importance of collaboration—but this experience helped me understand the value of collaboration."

— Intern, reflecting on working within a network of community organizations

Tags: Civic Engagement, Workforce

Demonstrates applied learning in cross-organizational collaboration and community problem-solving.

These quotes are particularly well suited for grant narratives, assessment reports, recruitment materials, and mentor training contexts where funders and stakeholders seek evidence of identity formation, equity, reflective practice, civic engagement, and transferable skill development.