

# Fall 2025 Mentorship Workshop

## Purpose

The workshop articulates a vision for high-impact, community-engaged internships that treat local knowledge as scholarly, elevate reciprocal mentorship, and prioritize reflection and ethical practice.

## Key Findings

- Community knowledge is rigorous: community-based learning can be equally or more transformative than classroom instruction.
- Mentorship is reciprocal: mutual learning among supervisors, peers, and community members.
- Apprenticeship mindset: enter with humility; focus on identity and values formation.
- Reflection drives growth: journals, field notes, and showcases turn experience into lasting learning.
- Ethics and trust: confidentiality, consent, and story ownership are non-negotiable.
- Transferable (power) skills: articulate communication, analysis, empathy, networking, problem-solving.
- Learning via safe mistakes: normalize teachable errors and reflective recovery.
- Place-based belonging: connect with West Virginia's vibrant nonprofit and cultural ecosystem.

## Implications for HerdWork

- Build structured reflection and a public sharing component into every internship.
- Provide mentor training on ethical storytelling, feedback for growth, and skills articulation.
- Coach students to translate experiences into résumé bullets, networking narratives, and interview stories.

## Integrated Reflection Components

- Apprenticeship Reflection: learning outside school, context, skills, openness, supporters.  
➡ Think of a time when you learned something important to you outside of a school setting. What was the context? What were the skills or new understandings you gained? What did you bring to the situation that made you open to learning? Who helped you with that learning experience?
- Cloud of Witnesses Reflection: identify inspiring contributors to the common good.  
➡ Think of a person or group whose example of contributing to the common good has been inspiring to you. What was their work? How did they achieve it? What impact did they have? What did you learn from them about how to contribute to the world?