



HERDWORK HUMANITIES

HERDWORK HUMANITIES MENTORSHIP WORKSHOPS

Combined Curated Quote Bank

Organized by Topic | 2025–2026 Workshop Series

Selected language for reports, educational materials, mentor and intern resources, presentations, and program storytelling.

117 curated entries | 13 topics | 3 workshops

College of Liberal Arts, Marshall University

Supported by the Mellon Foundation



Find Quotes by Topic

Related quotations from August 2025, January 2026, and September 2026 are grouped together below. Choose a topic to find language for reports, mentor and intern resources, presentations, or program storytelling.

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How to use the bank. Each full entry appears once under its primary topic. The original A, J, and S codes identify the source collection, not reading order. Use the topic links or search a code to locate an entry.

Source key: A = August 2025; J = January 2026; S = September 2026. Short excerpts and condensed alternatives from the original banks are retained. S40 is an August quotation carried forward in the September bank.



Quick Selection by Topic

Twelve selections from the full bank, in topic order. The code links to the complete entry, including attribution and recommended use. These repeat existing entries; they are not additional quotations.

J02 | Professional identity

"What people get from internships - the most valuable things - are not always, 'I learned this program' or 'I created this product.' It can shift your sense of who you are."

Kate Long, Site Mentor, Voices of West Virginia | January 2026

A03 | Community-based learning

"I am consciously apprenticing myself to that community and saying, 'I have a lot to learn here.'"

Michael Tierney | August 2025

S04 | Belonging and communication

"Open, direct, and transparent language makes you feel less isolated as an intern and more like part of a team."

Caitlyn White, student intern | September 2026

A33 | Shared investment

"We are on an adventure together. You're putting real heart and soul into something."

Michael Tierney | August 2025

J32 | Workplace culture

"The work world is a foreign country. Learn the customs."

Michael Tierney, Site Mentor, Step by Step | January 2026

J13 | Supervision preferences

"What kind of supervision helps you do your best work?"

Michael Tierney, Site Mentor, Step by Step | January 2026

S03 | Personalized support

"Personalization is one of the most important things you can do in a mentoring relationship."

Erin Susman, site mentor | September 2026

A10 | Challenge and support

"Create expectations that are high, but then give people the tools to get there."

Workshop participant | August 2025

A23 | Ownership

"You're going from being a consumer of knowledge to a producer of knowledge."

Workshop participant | August 2025

S01 | Asking questions

"Asking is better than wondering."

Caitlyn White, student intern | September 2026



S45 | Observation and interpretation

"Replace inference with information."

HerdWork Humanities September 2026

Mentorship Workshop | Workshop framing

J21 | Reflection and process

"Life is as much the process as the product. You have to not rush to the end, and you have to realize what you're learning along the way."

Dr. Maria Gindhart, Faculty Mentor | January 2026

Use a pull quote with enough context to show who is speaking and what the quotation illustrates. Retain attribution and consult the full entry before publication.



01 Purpose, Impact, and Professional Identity

S11 | SEPTEMBER 2026

"Mentorship is the developmental piece—helping students understand the work, practice professional judgment, learn from feedback, and take greater ownership."

Kelli Crabtree, Internship Experience Director

RECOMMENDED USE

Program descriptions; reports; funding narratives

A01 | AUGUST 2025

"I would like to celebrate this program, which I think is really groundbreaking - to help students seek learning experiences outside the academic box."

Michael Tierney | Approx. 00:00:12

RECOMMENDED USE

Program overview, development materials, or an introduction to experiential learning.

J01 | JANUARY 2026

"I'm a firm believer in it. I think this is a great way of transforming students' lives."

Dr. E. Del Chrol, Faculty Mentor

RECOMMENDED USE

program reports, development materials, program overviews

J02 | JANUARY 2026

"What people get from internships - the most valuable things - are not always, 'I learned this program' or 'I created this product.' It can shift your sense of who you are."

Kate Long, Site Mentor, Voices of West Virginia

RECOMMENDED USE

impact reports, donor materials, program philosophy

J04 | JANUARY 2026

"I want the mentee to feel like they advanced in skills that are important to them - and that may even surprise them - and to leave with a feeling of having contributed to the success of the overall program."

Kate Long, Site Mentor, Voices of West Virginia

RECOMMENDED USE

mentor handbooks, program reports, workshop materials

A07 | AUGUST 2025

"Their horizons are broad, and there are so many pathways that are open to them from having the education they're getting and the on-the-job experience they're getting."

Kelli Crabtree | Approx. 00:39:24

RECOMMENDED USE

Student recruitment, humanities-career messaging, or a report on intended student outcomes.



A18 | AUGUST 2025

"Life is a process. When you're in college, you don't have to know what you're going to be when you grow up, and you can be many things."

Workshop participant | Approx. 00:44:22

RECOMMENDED USE

Career exploration, self-development, and reassurance about nonlinear pathways.

A29 | AUGUST 2025

"I'm hoping they can experience how what they are learning can help them to make an impact on the community and in the world - and that they actually can do that."

Workshop participant | Approx. 00:51:37

RECOMMENDED USE

Impact reports, development materials, or the public value of humanities education.

A30 | AUGUST 2025

"I'm hoping they walk away with a sense of accomplishment and feel that they made an impact with the work they're doing."

Workshop participant | Approx. 00:52:32

RECOMMENDED USE

End-of-semester reflection, Showcase preparation, or impact reporting.

A31 | AUGUST 2025

"I want it to be formative and lasting for them."

Workshop participant | Approx. 00:52:55

RECOMMENDED USE

A mentor-guide opening, report pull quote, or description of long-term intent.

S10 | SEPTEMBER 2026 | WORKSHOP FRAMING

"Quality mentorship does not remove every challenge. It helps the student navigate the next one with greater judgment."

HerdWork Humanities workshop framing

RECOMMENDED USE

Guide conclusion; impact storytelling

02 Community-Based Learning and Relationship Building

A03 | AUGUST 2025

"I am consciously apprenticing myself to that community and saying, 'I have a lot to learn here.'"

Michael Tierney | Approx. 00:15:53

RECOMMENDED USE

Intern orientation, mentor training, or a statement of the apprenticeship mindset.



J18 | JANUARY 2026

"Sometimes the intern would like to shadow you. There may be things you're doing that are too complicated for them at this point, but they still want to see how it's done so they have a sense of what all is involved."

Kate Long, Site Mentor, Voices of West Virginia

RECOMMENDED USE

shadowing, internship planning, mentor guides

A04 | AUGUST 2025

"Open to being surprised by who they learn from."

Michael Tierney | Approx. 00:18:37

RECOMMENDED USE

Encouraging mentors and interns to recognize learning beyond the assigned mentor.

A02 | AUGUST 2025

"They'll have it in a context, and they'll learn the richness of the knowledge that's around them."

Michael Tierney | Approx. 00:00:47

RECOMMENDED USE

Explaining how community experience gives academic learning context.

A05 | AUGUST 2025

"There is so much great work going on in community foundations, community centers, nonprofits, and arts and performance gathering spaces. Give them the awareness that they can be part of that."

Dr. Rich Jones | Approx. 00:40:36

RECOMMENDED USE

Reports about West Virginia's cultural and nonprofit infrastructure or place-based learning.

J36 | JANUARY 2026

"By the time he left, he said, 'I didn't really realize what a vast network work like that is.' There's the professional networking part, but also the realization that it's all interconnected - particularly on the nonprofit and cultural side."

Eric Waggoner, Site Mentor, Humanities Council

RECOMMENDED USE

nonprofit ecosystems, collaboration, community engagement

J25 | JANUARY 2026

"If you can't work together properly, the problem is never going to get fixed. Understanding what each organization did best was really important, and being able to network that properly."

Dominic Reed, Intern, Huntington City Mission

RECOMMENDED USE

collaboration, nonprofit ecosystems, community engagement



A25 | AUGUST 2025

"I hope they gain confidence in their abilities and learn the value of relationship building as a vital part of work."

Online workshop participant, read aloud during the session | Approx.
00:49:53

RECOMMENDED USE

Networking, mentorship, workplace communication, or relationship-development materials.

03 Belonging, Collegiality, and Reciprocal Learning

J15 | JANUARY 2026

"Supply really clear expectations. Be kind. Listen to the person. Treat them as a person - a colleague rather than somebody who's here to lighten my load - and, within that framework, supply as much technical and skills training as you can."

Kate Long, Site Mentor, Voices of West Virginia

RECOMMENDED USE

mentor handbooks, orientation, expectations

S04 | SEPTEMBER 2026

"Open, direct, and transparent language makes you feel less isolated as an intern and more like part of a team."

Caitlyn White, student intern

RECOMMENDED USE

Belonging; feedback; student support

J08 | JANUARY 2026

"They just brought me in like their peer. They didn't treat me differently. My background is in history, so I didn't understand much of their world - and they brought me in."

Dominic Reed, Intern, Huntington City Mission

RECOMMENDED USE

belonging, inclusion, intern outcomes, mentor education

J03 | JANUARY 2026

"Because of the mentors there and my coworkers, it took me about two weeks to really feel involved and for my nerves to drop. I think it was one of the best decisions I made."

Dominic Reed, Intern, Huntington City Mission

RECOMMENDED USE

intern impact reports, recruitment, mentorship outcomes

S25 | SEPTEMBER 2026

"It is your responsibility to draw that person in. Ask: 'What makes participation easy? What makes it hard?'"

Kate Long, site mentor; lightly edited

RECOMMENDED USE

Engagement; inclusive mentoring



A20 | AUGUST 2025

"They're very nervous and don't feel that they have anything to offer, which is completely not true."

Workshop participant | Approx. 00:45:15

RECOMMENDED USE

Confidence building, networking preparation, or mentor guidance.

A32 | AUGUST 2025

"We have incredible hopes for them. We have incredible faith in them. We're really invested in that."

Michael Tierney | Approx. 00:37:58

RECOMMENDED USE

Mentor recruitment, intern welcome messages, or program philosophy.

S05 | SEPTEMBER 2026

"It is mutual learning. When I learn something from one of my students, that is what I like the most."

Dr. Rich Jones, faculty mentor and faculty program director

RECOMMENDED USE

Reciprocal learning; mentor recruitment

A15 | AUGUST 2025

"I really hope we can learn together, too. I just hope it's a reciprocal kind of thing."

Workshop participant | Approx. 00:51:15

RECOMMENDED USE

Describing mentorship as a collaborative and reciprocal relationship.

J35 | JANUARY 2026

"Use the interns as a mirror or reflection. Give them the opportunity to ask, 'How are you perceived as a nonprofit? What makes your nonprofit special?' Using them as a young set of eyes to see how you're doing has been very beneficial."

John Yeager, Site Mentor, Sunflower Seeds

RECOMMENDED USE

organizational impact, reciprocal learning, mentor education

A33 | AUGUST 2025

"We are on an adventure together. You're putting real heart and soul into something."

Michael Tierney | Approx. 00:55:22

RECOMMENDED USE

Workshop closings, partner appreciation, or messaging about shared investment.

04 Clear Expectations and Workplace Culture

J32 | JANUARY 2026

"The work world is a foreign country. Learn the customs."

Michael Tierney, Site Mentor, Step by Step

RECOMMENDED USE

workplace culture, orientation, professionalism



S18 | SEPTEMBER 2026

"Make explicit what you may not think you need to make explicit."

Erin Susman, site mentor

RECOMMENDED USE

Workplace norms;
mentor orientation

J12 | JANUARY 2026

"The intern is walking in with no experience in our organization, no experience with our culture or the realities of our funding structure. Even a baseline conversation about 'This is who we are; this is our mission' helped us get past the initial, 'Well, what do you want to do?'"

Eric Waggoner, Site Mentor, Humanities Council

RECOMMENDED USE

first-day orientation,
project selection,
mentor handbooks

S17 | SEPTEMBER 2026

"Clarity means defining what the assignment is and what it is for."

John Yeager, site mentor

RECOMMENDED USE

Assignment design;
onboarding

S19 | SEPTEMBER 2026

"Business casual means different things to different people."

Erin Susman, site mentor

RECOMMENDED USE

Dress expectations;
first-day guidance

S35 | SEPTEMBER 2026

"Do not assume understanding. Give students opportunities to express what is unclear without judgment."

Workshop participant, Teams chat

RECOMMENDED USE

Clarity; feedback;
onboarding

S44 | SEPTEMBER 2026 | WORKSHOP FRAMING

"An expectation is not clear merely because we said it once. It becomes clear when the student can describe what it looks like, act on it, and know when to ask."

HerdWork Humanities September 2026 Mentorship Workshop

RECOMMENDED USE

Workplace norms;
communication

05 Meaningful Work, Goals, and Personal Interests

A14 | AUGUST 2025

"Ask your students what they hope to get out of it, but then be open and vulnerable about what you hope."

Michael Tierney | Approx. 00:53:36

RECOMMENDED USE

Beginning-of-semester
goal setting and shared
mentoring
agreements.

S14 | SEPTEMBER 2026

"What do you want to do? How does this fit into your own professional development?"

Michael Tierney, site mentor

RECOMMENDED USE

Career exploration;
goal-setting; reports



J10 | JANUARY 2026

"I show interest in their experience and their dreams. I help them choose assignments that will not only help the program, but also be a step toward their own dreams."

Kate Long, Site Mentor, Voices of West Virginia

RECOMMENDED USE

project planning,
individualized
mentorship, goal
setting

S13 | SEPTEMBER 2026

"It helps when the work the organization is doing is aligned with the student's values and they are given freedom to be creative."

Workshop participant, Teams chat

RECOMMENDED USE

Mutual fit;
engagement;
internship design

J17 | JANUARY 2026

"Set SMART goals: specific, measurable, achievable, relevant, and time-bound. Then follow up. Both SMART goals and follow-up - corrections or kudos - are definitely a way to be a better mentor."

Molly Ashworth, Site Mentor, Huntington Museum of Art

RECOMMENDED USE

project planning,
progress check-ins,
mentor handbooks

J05 | JANUARY 2026

"I wanted her to enjoy the work. I wanted her to be able to point to something that she could describe to somebody that she accomplished. I also wanted something she could put on her resume."

Michael Tierney, Site Mentor, Step by Step

RECOMMENDED USE

impact reports,
portfolio guidance,
mentor training

S07 | SEPTEMBER 2026

"I want the intern to have something they can put on a résumé or talk about in a job interview, fellowship application, or graduate-school application."

Michael Tierney, site mentor

RECOMMENDED USE

Project design;
portfolio; reports

S39 | SEPTEMBER 2026

"One assumption I want to watch is how our organization needs to show up and support the intern. The role may be defined, but we need to leave space for growth and alignment with the intern's skills and goals."

Workshop participant, Teams chat

RECOMMENDED USE

Partner preparation;
organizational
reflection

06 Personalized Support and Developmental Challenge

S03 | SEPTEMBER 2026

"Personalization is one of the most important things you can do in a mentoring relationship."

Erin Susman, site mentor

RECOMMENDED USE

Mentor guide; training;
program model



J13 JANUARY 2026 <i>"What kind of supervision helps you do your best work?"</i> Michael Tierney, Site Mentor, Step by Step	RECOMMENDED USE first mentor meetings, learning agreements, check-in forms
J09 JANUARY 2026 <i>"Listening to the student - just listening and making no assumptions about what they can do and what they can't do - is the first thing. And then practicing."</i> Kate Long, Site Mentor, Voices of West Virginia	RECOMMENDED USE mentor guides, relationship building, early meetings
S31 SEPTEMBER 2026 <i>"A question such as, 'Do you feel comfortable doing this?' opens the invitation for the intern to explain what they need."</i> Caitlyn White, student intern; lightly edited	RECOMMENDED USE Conversation scripts; mentor guide
A10 AUGUST 2025 <i>"Create expectations that are high, but then give people the tools to get there."</i> Workshop participant Approx. 00:22:17	RECOMMENDED USE Mentor training on challenge, scaffolding, feedback, and accountability.
J19 JANUARY 2026 <i>"There's always a tension between feeling like you're being too prescriptive and also providing structure. We want people to follow their interests, but the intern is walking in with no experience in our organization."</i> Eric Waggoner, Site Mentor, Humanities Council	RECOMMENDED USE mentor workshops, project design, supervision guidance
A12 AUGUST 2025 <i>"It's important, in some ways, not to put students on the spot, and it's important to challenge them."</i> Michael Tierney Approx. 00:37:17	RECOMMENDED USE Guidance on balancing psychological safety with developmental challenge.
S06 SEPTEMBER 2026 <i>"Students cannot be expected to do what someone with ten years of experience can do. Sometimes the measure of success is simply improving their skills."</i> Kate Long, site mentor	RECOMMENDED USE Developmental assessment; expectations
S41 SEPTEMBER 2026 WORKSHOP FRAMING <i>"The question is not, 'How much help?' It is, 'What support now?'"</i> HerdWork Humanities September 2026 Mentorship Workshop	RECOMMENDED USE Mentor decision- making framework



S42 | SEPTEMBER 2026 | WORKSHOP FRAMING

"Choose the least directive move that still supports safe, successful learning."

HerdWork Humanities September 2026 Mentorship Workshop

RECOMMENDED USE

Mentoring judgment;
coaching

S43 | SEPTEMBER 2026 | WORKSHOP FRAMING

"Observe. Ask before assuming. Choose a move. Agree on a next step. Check back and adjust."

HerdWork Humanities September 2026 Mentorship Workshop

RECOMMENDED USE

One-page mentor
reference

S48 | SEPTEMBER 2026 | WORKSHOP FRAMING

"Mentorship does not require us to have the perfect response immediately. It asks us to observe carefully, ask before assuming, choose a useful form of support, and remain willing to adjust."

HerdWork Humanities September 2026 Mentorship Workshop

RECOMMENDED USE

Workshop closing;
guide conclusion

07 Initiative, Ownership, and Professional Judgment

A23 | AUGUST 2025

"You're going from being a consumer of knowledge to a producer of knowledge."

Workshop participant | Approx. 00:49:00

RECOMMENDED USE

Professional agency,
initiative, graduate
preparation, or a
program conclusion.

J16 | JANUARY 2026

"Trust the students to be able to step up. Give them that opportunity and treat them in a collegial way, even though there is still a power imbalance."

Dr. E. Del Chrol, Faculty Mentor

RECOMMENDED USE

mentor education,
power and
responsibility, faculty
mentor guides

A24 | AUGUST 2025

"Making that transition from being told what to do in every respect to being able to take a more active role ... to realize that they can do the thing instead of just being told to do the thing."

Workshop participant | Approx. 00:49:18

RECOMMENDED USE

Guidance on initiative,
independence,
judgment, and
emerging professional
identity.

S22 | SEPTEMBER 2026

"Can you tell me what you think overstepping looks like?"

Erin Susman, site mentor

RECOMMENDED USE

Initiative; difficult
conversations



S34 | SEPTEMBER 2026

"Give the student a goal and clarify where they can run with it."

Workshop participant; lightly condensed

RECOMMENDED USE

Initiative; project ownership

J27 | JANUARY 2026

"It was my first real job. The decisions I was making at the Mission played a role in these people's lives. I think interns need the accountability to understand the seriousness of it."

Dominic Reed, Intern, Huntington City Mission

RECOMMENDED USE

professionalism, accountability, internship orientation

S02 | SEPTEMBER 2026

"When I see them start connecting the dots in the questions they are asking, that is a sign of professional judgment growing."

Erin Susman, site mentor

RECOMMENDED USE

Impact reports; career readiness; mentor education

S16 | SEPTEMBER 2026

"A mentoring relationship is helping a student grow when they begin connecting the dots in the questions they ask."

Erin Susman, site mentor; lightly condensed

RECOMMENDED USE

Growth indicators; impact reports

S46 | SEPTEMBER 2026 | WORKSHOP FRAMING

"The goal is not complete independence. The growth is in discernment: knowing what to own, what to ask, and how to participate actively in the relationship."

HerdWork Humanities September 2026 Mentorship Workshop

RECOMMENDED USE

Intern and mentor guides

S47 | SEPTEMBER 2026 | WORKSHOP FRAMING

"Is the student more able to act, reflect, communicate, and seek support than they were at the beginning?"

HerdWork Humanities September 2026 Mentorship Workshop

RECOMMENDED USE

Final mentor self-assessment

08 Communication, Questions, and Check-Ins

S01 | SEPTEMBER 2026

"Asking is better than wondering."

Caitlyn White, student intern

RECOMMENDED USE

Intern orientation; communication; pull quote

S29 | SEPTEMBER 2026

"Ask about the little things so that you are not struggling later."

Caitlyn White, student intern

RECOMMENDED USE

Early communication; intern orientation



S23 | SEPTEMBER 2026

"Be aware of the little things. If an issue appears, think about the little things first."

Cody Lumpkin, faculty mentor

RECOMMENDED USE

Remote work;
technology;
troubleshooting

J26 | JANUARY 2026

"If you're not going to be able to hit a deadline, be honest about it instead of hiding. Come with questions, ways of framing the challenge, and possible solutions."

Dr. E. Del Chrol, Faculty Mentor

RECOMMENDED USE

professional
communication,
problem solving, intern
guidance

S24 | SEPTEMBER 2026

"The mentor has to make it okay for the student to say that something is going on or that they are having difficulty. You have to be aware of the student as a person."

Site mentor

RECOMMENDED USE

Wellness; check-ins;
communication

S36 | SEPTEMBER 2026

"Just because a student says everything is 'fine' does not necessarily mean that it is."

Workshop participant, Teams chat; lightly edited

RECOMMENDED USE

Check-ins; early
intervention

S33 | SEPTEMBER 2026

"What feels really good about what we are doing, and is there anything that is not clear?"

Michael Tierney, site mentor

RECOMMENDED USE

Weekly check-ins;
reflection

S26 | SEPTEMBER 2026

"Before any meeting, identify three things you want to remember, and then take notes so you can remember what was said."

Dr. Rich Jones, faculty mentor and faculty program director; lightly edited

RECOMMENDED USE

Meeting preparation;
coaching

S12 | SEPTEMBER 2026

"Growing in confidence and comfort with your site mentor means being able to say, 'I have a question,' 'I am struggling with this,' or 'I would like more responsibility.'"

Caitlyn White, student intern

RECOMMENDED USE

Student growth;
belonging; career
readiness

S30 | SEPTEMBER 2026

"Being able to say, 'I have a question' or 'I am struggling with this' is a sign that confidence and comfort are growing."

Caitlyn White, student intern; lightly edited

RECOMMENDED USE

Help-seeking;
belonging



09 Feedback, Practice, and Learning from Mistakes

J20 | JANUARY 2026

"It's okay to not be good at something yet. A lot of people just give up because they don't feel good enough yet."

Michael Tierney, Site Mentor, Step by Step

RECOMMENDED USE

intern guides,
confidence building,
learning new skills

A17 | AUGUST 2025

"I hope the interns make mistakes and learn from them. Not big mistakes, not huge mistakes - just teachable, learnable-moment mistakes."

Workshop participant | Approx. 00:44:00

RECOMMENDED USE

Normalizing
manageable mistakes,
accountability, and
professional growth.

S27 | SEPTEMBER 2026

"We can almost always fix anything. If you missed a deadline or did something wrong, let us talk through it. It does not mean you are a bad person."

Dr. Rich Jones, faculty mentor and faculty program director; lightly edited

RECOMMENDED USE

Mistakes;
accountability;
psychological safety

J22 | JANUARY 2026

"The false starts are things that you can learn from too. Don't feel like a failure because everyone you tried to connect with didn't quite work out."

Michael Tierney, Site Mentor, Step by Step

RECOMMENDED USE

outreach, persistence,
intern guides

J24 | JANUARY 2026

"A lot of it had to do with the repetition of being there and watching other people do it. Really being there and putting in the practice was the only way that made me able to transition it into the workplace."

Dominic Reed, Intern, Huntington City Mission

RECOMMENDED USE

experiential learning,
workplace transition,
intern guides

J31 | JANUARY 2026

"Revision is the heart of art."

Kate Long, Site Mentor, Voices of West Virginia

RECOMMENDED USE

creative work,
feedback education,
growth mindset

J14 | JANUARY 2026

"What level of feedback do you want? Do you want line-by-line editing, or do you want a general impression? Once they've thought about it and given you permission, it's different. It's more acceptable."

Kate Long, Site Mentor, Voices of West Virginia

RECOMMENDED USE

feedback agreements,
communication
planning, mentor
guides



J11 | JANUARY 2026

"Be honest in critiques, but give them praise beforehand. Then say, 'Okay, what's our next step going to be? Here's where we are now.' It's framed in going forward rather than, 'You need to fix this.'"

Kate Long, Site Mentor, Voices of West Virginia

RECOMMENDED USE

feedback guidance,
mentor training,
performance
conversations

S28 | SEPTEMBER 2026

"Acknowledge when you make a misstep in the mentoring process. I have found that it is usually met with appreciation."

Erin Susman, site mentor; lightly edited

RECOMMENDED USE

Mentor humility;
reciprocal feedback

10 Observation, Interpretation, and Perspective-Taking

A26 | AUGUST 2025

"Look beyond the behavior to see what might have precipitated it."

Workshop participant | Approx. 00:41:33

RECOMMENDED USE

Perspective-taking,
contextual thinking,
empathy, and
workplace judgment.

S08 | SEPTEMBER 2026

"Is this actually what happened, or is this what I am taking away from it?"

Erin Susman, site mentor

RECOMMENDED USE

Observation vs.
interpretation; conflict
prevention

S21 | SEPTEMBER 2026

"The assignment was late—that is an objective statement. Deciding that the intern is not interested in the work is an interpretation."

Erin Susman, site mentor; lightly edited

RECOMMENDED USE

Observation vs.
interpretation

S32 | SEPTEMBER 2026

"Beginning with 'You are not taking initiative' can feel dismissive because it sounds as though the conclusion has already been made."

Caitlyn White, student intern; lightly edited

RECOMMENDED USE

Feedback; observation
vs. labels

S20 | SEPTEMBER 2026

"Impact and intention can be two different things."

Erin Susman, site mentor

RECOMMENDED USE

Feedback;
communication;
reflective practice



A27 | AUGUST 2025

"Meet them where they are. Where are they coming from? What precipitated the behavior? Often there's a reason."

Workshop participant | Approx. 00:43:08

RECOMMENDED USE

Community-engagement guidance and reflective discussion about communication.

J23 | JANUARY 2026

"These aren't people with a problem. They're people, and they just need help."

Dominic Reed, Intern, Huntington City Mission

RECOMMENDED USE

perspective taking, cultural awareness, community engagement

J07 | JANUARY 2026

"It really changed my perspective on how I viewed society as a whole."

Dominic Reed, Intern, Huntington City Mission

RECOMMENDED USE

impact reporting, civic engagement, student outcomes

A28 | AUGUST 2025

"An expanded worldview - a different possibility of how to be in the workplace, how to empathize with other people, and how to work toward a common goal with people who are vastly different from one another."

Workshop participant | Approx. 00:50:39

RECOMMENDED USE

Equity and inclusion, teamwork, perspective-taking, or community-engagement materials.

S45 | SEPTEMBER 2026 | WORKSHOP FRAMING

"Replace inference with information."

HerdWork Humanities September 2026 Mentorship Workshop

RECOMMENDED USE

Case studies; conflict prevention

11 Reflection and Recognizing Learning

J21 | JANUARY 2026

"Life is as much the process as the product. You have to not rush to the end, and you have to realize what you're learning along the way."

Dr. Maria Gindhart, Faculty Mentor

RECOMMENDED USE

reflection, portfolio development, growth mindset

A08 | AUGUST 2025

"I highly encourage you - encourage all of your interns - to keep a journal."

Michael Tierney | Approx. 00:07:22

RECOMMENDED USE

Reflection guidance, mentor expectations, or intern orientation.



A09 | AUGUST 2025

"Besides having students keep a journal, [encourage them] to always have a little notepad in their pocket. ... Claude called it my 'memory bank.'"

Michael Tierney | Approx. 00:28:54

RECOMMENDED USE

A practical recommendation about capturing observations, names, questions, and ideas.

A13 | AUGUST 2025

"How were you open to that? What did you bring? We're constantly affirming they're bringing stuff to the table, too."

Michael Tierney | Approx. 00:46:08

RECOMMENDED USE

Appreciative-inquiry questions for mentoring conversations.

A16 | AUGUST 2025

"I always look for an opportunity for people to present what they've learned. ... That so reinforces, and also gives them affirmation that other people find what they learned interesting."

Michael Tierney | Approx. 00:21:21

RECOMMENDED USE

Showcase materials, final presentations, or guidance on learning through explanation.

12 Humanities Skills, Evidence, and Career Readiness

A06 | AUGUST 2025

"I think that's a huge part of this mentorship: connecting what they're learning in the classroom with what they're going to be doing on the sites and then how they can share that story to future employers."

Kelli Crabtree | Approx. 00:40:16

RECOMMENDED USE

Program model explanations, career-readiness materials, or mentor orientation.

J29 | JANUARY 2026

"A lot of the stuff they had done before - they just didn't have the right name for it."

Dr. E. Del Chrol, Faculty Mentor

RECOMMENDED USE

career readiness, competency reflection, faculty mentor guidance

A21 | AUGUST 2025

"There is more about them than just a degree on a piece of paper. They have a whole bunch of transferable skills."

Workshop participant | Approx. 00:47:18

RECOMMENDED USE

Career-readiness education and humanities skills messaging.

J30 | JANUARY 2026

"Spend time saying, 'The time that you've done this thing, these were the skills that you used,' and help them articulate and translate that to the workforce."

Dr. E. Del Chrol, Faculty Mentor

RECOMMENDED USE

STAR stories, resumes, interviews, portfolio guidance



A19 | AUGUST 2025

"Not just, 'I majored in X,' or 'I minored in Y,' and 'I interned here,' but talk about the skills you've learned."

Workshop participant | Approx. 00:44:38

RECOMMENDED USE

Resume, interview, personal-brand, STAR-story, or portfolio guidance.

J28 | JANUARY 2026

"They had never taken anyone who wasn't a social work major before. They decided they would give me a shot, and I think it worked out really well."

Dominic Reed, Intern, Huntington City Mission

RECOMMENDED USE

humanities advantage, placement, intern recruitment

A22 | AUGUST 2025

"Hey, I have a whole bunch of marketable skills. There are places that want to hire people like me, no matter what the degree is."

Workshop participant | Approx. 00:47:57

RECOMMENDED USE

Student-facing career confidence and professional identity materials.

J06 | JANUARY 2026

"I can't wait to get my friends and come over there and show them and say, 'I did that.'"

Intern, as recounted by Kate Long

RECOMMENDED USE

Showcase materials, reports, portfolio guidance, promotional materials

13 Mentor Coordination, Confidentiality, and Student Voice

J33 | JANUARY 2026

"Schedule a check-in with the faculty advisor and the community advisor pretty early on and establish that relationship back and forth, so they are choreographed."

Michael Tierney, Site Mentor, Step by Step

RECOMMENDED USE

site and faculty mentor coordination, program procedures

S15 | SEPTEMBER 2026

"They should never have to guess who is there to support them—who they can go to with questions."

Workshop participant, Teams chat

RECOMMENDED USE

Wraparound support; role clarity

S09 | SEPTEMBER 2026

"We want to make sure the student does not disappear from the conversation."

Kelli Crabtree, Internship Experience Director

RECOMMENDED USE

Mentor alignment; student voice; confidentiality



A11 | AUGUST 2025

"Everyone owns their own story. They're the only ones who can give permission to share that story with somebody else."

Michael Tierney | Approx. 00:36:51

RECOMMENDED USE

Confidentiality, ethics, trust, and professional-boundary guidance.

S40 | AUGUST 2025 QUOTATION; REUSED IN SEPTEMBER 2026 BANK

"Everyone owns their own story."

Michael Tierney, August 2025 workshop

RECOMMENDED USE

Ethical storytelling; confidentiality

J34 | JANUARY 2026

"Some stuff is just for inside the building. These are things that are not to be shared outside. What's for us and what's not for everybody else is a useful distinction for interns to be led in on."

Eric Waggoner, Site Mentor, Humanities Council

RECOMMENDED USE

confidentiality, social media, intern orientation

S37 | SEPTEMBER 2026

"Be transparent: 'Is it okay if I share this, and here is why it would be helpful?'"

Caitlyn White, student intern; lightly edited

RECOMMENDED USE

Mentor alignment; privacy; consent

S38 | SEPTEMBER 2026

"You may not need to give every detail. You can communicate that an adjustment may be appropriate without sharing unnecessary personal information."

Dr. Rich Jones, faculty mentor and faculty program director; lightly edited

RECOMMENDED USE

Privacy; faculty-site communication

Source Guidance

WORKSHOP	PRIMARY SOURCE	EDITORIAL NOTE
August 2025	August 26, 2025 workshop transcript	Machine-generated transcript; quotations lightly edited for punctuation, repetition, and readability. Approximate timestamps are retained. Unclear speakers remain labeled “Workshop participant.”
January 2026	January 13, 2026 workshop recording/transcript	Quotations lightly edited to remove repeated words, false starts, and transcription artifacts while preserving meaning and voice.
September 2026	Workshop transcript, Teams chat, presentation, and facilitator notes	Participant quotations and chat excerpts are separated from HerdWork workshop-framing language. Framing statements should be attributed to the workshop rather than to an individual.

Framing and alternatives. Nine entries are labeled WORKSHOP FRAMING: S10 and S41–S48. They are workshop framing or synthesis, not spontaneous participant quotations. Short excerpts and lightly condensed alternatives remain separate options where they appeared in the source banks; their inclusion does not represent additional speakers or experiences.

Document Sources

August 2025 Mentorship Workshop: Curated Quote Bank; January 2026 Mentorship Workshop: Curated Quote Bank; September 2026 Mentorship Workshop: Curated Quote Bank.

PROGRAM CONTACT

Kelli Crabtree, Internship Experience Director

HerdWork Humanities, College of Liberal Arts, Marshall University
 kelli.crabtree@marshall.edu | 304-696-4720 | marshall.edu/herdwork