



HERDWORK HUMANITIES

JANUARY 2026 MENTORSHIP WORKSHOP

Curated Quote Bank

Quotes for Reports, Educational Materials, and Mentor and Intern Guides

Selected insights from interns, internship site mentors, faculty mentors, and program participants.

January 13, 2026

HerdWork Humanities | Marshall University College of Liberal Arts



Publication Guidance

The quotations in this collection are drawn from the recorded January 2026 workshop. They have been lightly edited to remove repeated words, false starts, and transcription artifacts while preserving each speaker's meaning and voice.

The "Best suited for" note beneath each quotation is editorial guidance and is not part of the quotation.

Quick Selection: Strong Pull Quotes

- *"It can shift your sense of who you are."* - Kate Long, Site Mentor
- *"I think this is a great way of transforming students' lives."* - Dr. Del Chrol, Faculty Mentor
- *"What kind of supervision helps you do your best work?"* - Michael Tierney, Site Mentor
- *"It's okay to not be good at something yet."* - Michael Tierney, Site Mentor
- *"Life is as much the process as the product."* - Dr. Maria Gindhart, Faculty Mentor
- *"These aren't people with a problem. They're people."* - Dominic Reed, Intern
- *"The work world is a foreign country. Learn the customs."* - Michael Tierney, Site Mentor
- *"Treat them as a person - a colleague."* - Kate Long, Site Mentor
- *"Trust the students to be able to step up."* - Dr. Del Chrol, Faculty Mentor
- *"The false starts are things that you can learn from too."* - Michael Tierney, Site Mentor
- *"Revision is the heart of art."* - Kate Long, Site Mentor
- *"I did that."* - Intern, as recounted by Kate Long, Site Mentor

Program Impact and External Storytelling

QUOTE 1

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

- Dr. Del Chrol, Faculty Mentor

Best suited for: program reports, development materials, program overviews

QUOTE 2

"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

Best suited for: impact reports, donor materials, program philosophy

QUOTE 3

"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

Best suited for: intern impact reports, recruitment, mentorship outcomes



QUOTE 4

"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

Best suited for: mentor handbooks, program reports, workshop materials

QUOTE 5

"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

Best suited for: impact reports, portfolio guidance, mentor training

QUOTE 6

"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, Site Mentor

Best suited for: Showcase materials, reports, portfolio guidance, promotional materials

QUOTE 7

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

- Dominic Reed, Intern, Huntington City Mission

Best suited for: impact reporting, civic engagement, student outcomes

QUOTE 8

"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

Best suited for: belonging, inclusion, intern outcomes, mentor education

Mentor Practice and Relationship Building

QUOTE 9

"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."

- Kate Long, Site Mentor, Voices of West Virginia

Best suited for: mentor guides, relationship building, early meetings

QUOTE 10

"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

Best suited for: project planning, individualized mentorship, goal setting



QUOTE 11

“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

Best suited for: feedback guidance, mentor training, performance conversations

QUOTE 12

“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

Best suited for: first-day orientation, project selection, mentor handbooks

QUOTE 13

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

- Michael Tierney, Site Mentor, Step by Step

Best suited for: first mentor meetings, learning agreements, check-in forms

QUOTE 14

“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

Best suited for: feedback agreements, communication planning, mentor guides

QUOTE 15

“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

Best suited for: mentor handbooks, orientation, expectations

QUOTE 16

“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. Del Chrol, Faculty Mentor

Best suited for: mentor education, power and responsibility, faculty mentor guides



QUOTE 17

“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

Best suited for: project planning, progress check-ins, mentor handbooks

QUOTE 18

“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

Best suited for: shadowing, internship planning, mentor guides

QUOTE 19

“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.”

- Eric Waggoner, Site Mentor, Humanities Council

Best suited for: mentor workshops, project design, supervision guidance

Intern and Mentee Growth

QUOTE 20

“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

Best suited for: intern guides, confidence building, learning new skills

QUOTE 21

“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

Best suited for: reflection, portfolio development, growth mindset

QUOTE 22

“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

Best suited for: outreach, persistence, intern guides

QUOTE 23

“These aren’t people with a problem. They’re people, and they just need help.”

- Dominic Reed, Intern, Huntington City Mission

Best suited for: perspective taking, cultural awareness, community engagement



QUOTE 24

"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

Best suited for: experiential learning, workplace transition, intern guides

QUOTE 25

"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

Best suited for: collaboration, nonprofit ecosystems, community engagement

QUOTE 26

"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. Del Chrol, Faculty Mentor, Faculty Mentor

Best suited for: professional communication, problem solving, intern guidance

QUOTE 27

"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

Best suited for: professionalism, accountability, internship orientation

QUOTE 28

"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

Best suited for: humanities advantage, placement, intern recruitment

Humanities and Career Readiness

QUOTE 29

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

- Dr. Del Chrol, Faculty Mentor

Best suited for: career readiness, competency reflection, faculty mentor guidance

QUOTE 30

"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. Del Chrol, Faculty Mentor

Best suited for: STAR stories, resumes, interviews, portfolio guidance



QUOTE 31

“Revision is the heart of art.”

- Kate Long, Site Mentor, Voices of West Virginia

Best suited for: creative work, feedback education, growth mindset

QUOTE 32

“The work world is a foreign country. Learn the customs.”

- Michael Tierney, Site Mentor, Step by Step

Best suited for: workplace culture, orientation, professionalism

QUOTE 33

“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

Best suited for: site and faculty mentor coordination, program procedures

QUOTE 34

“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

Best suited for: confidentiality, social media, intern orientation

QUOTE 35

“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

Best suited for: organizational impact, reciprocal learning, mentor education

QUOTE 36

“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

Best suited for: nonprofit ecosystems, collaboration, community engagement

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