

## Worksheet 3: Phases of graduate student professional development

Adapted from Nyquist & Wulf (1996), p.27

*Which development phase is your protégé in right now?*

In this phase, your protégé	Senior Learner	Colleague-in-Training	Junior Colleague
<b>Sees the mentor's role as</b>	Manager, who says: "Do the task the way I've explained it, then get back to me."	Educational/professional model, who says: "Think about the problem, identify options, then talk to me about potential outcomes and decisions."	Colleague and mentor, who says: "You make the decision, and let me know how I can help. I'm interested in the outcome."
<b>Views his or her teaching role as</b>	Assistant, who grades papers, meets students during office hours, plans quizzes and collects feedback	Associate, who writes assignments, creates tests, assists with teaching and lecturing, and leads small group discussions	Collaborator, who designs, develops or revises courses or curricula, and teaches courses as instructor of record
<b>Views his or her research role as</b>	Assistant, who performs assigned duties under close supervision	Associate, who is responsible for designing and implementing part of a faculty researcher's grant project or his or her own research project	Collaborator, who conducts research with a high degree of independence, relying on mentor as a resource
<b>Understands his or her practitioner, applied or service roles as</b>	Assistant, who is learning the ropes and acquiring technical skills	Associate, who provides assistance or lends expertise, but ultimately defers to the mentor	Collaborator, who co-leads, co-designs, or co-facilitates and shares responsibility equally with mentor
<b>Prefers evaluation to be</b>	Frequent and focused on immediate performance	Systematic and focused on overall development of skills and aptitude	Collegial, informal and focused on style, approaches, and values
<b>Identifies his or her mentoring needs as</b>	Self-assessment, goal assessment, regular meetings	Observation, job shadowing, networking, attending professional conferences with mentor	Reflective practicum, opportunistic meetings, networking, generating new projects with mentor