

## Worksheet 4: Phases of your professional development

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

*Which development phase are you in right now?*

	<b>Senior Learner</b>	<b>Colleague-in-Training</b>	<b>Junior Colleague</b>
<b>You see your 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>You view your 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>You view your 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 your own research project	Collaborator, who conducts research with a high degree of independence, relying on your mentor as a resource
<b>You understand your 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 your mentor	Collaborator, who co-leads, co-designs, or co-facilitates and shares responsibility equally with your mentor
<b>You prefer 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>You identify the mentoring activities you need as</b>	Self-assessment, goal assessment, regular meetings	Observation, job shadowing, networking, attending professional conferences with your mentor	Reflective practicum, opportunistic meetings, networking, generating new projects with your mentor