

**THERE IS ONE QUESTION ON EACH OF TWO PAGES. PLEASE ANSWER BOTH QUESTIONS AS HONESTLY AS POSSIBLE TO HELP OUR CURRICULUM DESIGN. THIS IS ANONYMOUS.**

**[Circle the Stage in the Left Column That Best Describes Where You Are Now Regarding Your Commitment to Your Professional Development \*]**

	<b><u>Student Characteristics</u></b>
<b>Dependent Stage</b>	<ul style="list-style-type: none"> <li>- Assumes passive role with respect to professional self- development</li> <li>- Lacks clear insight into professional strengths and weaknesses</li> <li>- Depends on external authority for explicit direction and validation</li> <li>- Lacks interest in developing needed competencies except minimum required by external authority</li> </ul>
<b>Interested Stage</b>	<ul style="list-style-type: none"> <li>- Can see self-interest in professional self-development</li> <li>- May recognize weaknesses, but motivation to improve is principally externalized</li> <li>- Responds reasonably to questions and feedback on strengths and weaknesses</li> <li>- Is willing to engage mentors/coaches in goal-setting and implementation strategies</li> <li>- Shows some initiative and persistence to learn all needed competencies</li> </ul>
<b>Involved Stage</b>	<ul style="list-style-type: none"> <li>- Is committed to professional self-development</li> <li>- Identifies strengths and weaknesses in development of needed competencies</li> <li>- Responds positively to and reflects on feedback concerning strengths and weaknesses and how to improve</li> <li>- Seeks insight from mentors and coaches in goal-setting and implementation</li> <li>- Is internalizing motivation to learn new knowledge and skills continuously over a career</li> <li>- Is internalizing standard of excellence at all competencies</li> <li>- Shows substantial persistence in learning competencies</li> </ul>
<b>Self-Directed</b>	<ul style="list-style-type: none"> <li>- Is intrinsically motivated to professional self-development and learning new knowledge and skills over a career</li> <li>- Actively identifies both strengths and weaknesses in development and sets goals and creates and executes implementation plans</li> <li>- Proactively develops mentor and coach relationships and proactively seeks help and feedback from mentors and coaches</li> <li>- Reflects on feedback and responds to feedback appropriately</li> <li>- Knows when and how to seek help</li> <li>- Actively seeks challenges</li> <li>- Has internalized standard of excellence at all competencies</li> </ul>

\* Adapted from Gerald Grow, “Teaching Learners to be Self-Directed,” 41 ADULT EDUC. QUARTERLY (Spring 1991).

**At this moment, how well developed is your written plan to secure post-graduation employment (including your plan for career advancement if you already have post-graduation employment)?**

**Circle your response.**

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
do not have	beginning	parts of	rough draft of	developed	very developed
written plan	to write out plan	plan written	plan complete	plan complete	plan complete