Learning Based Outcomes
World Of Work Learning Goals
The Hiatt Career Center prepares students and alumni to develop the skills to transform their unique backgrounds, liberal arts education and experiential learning into meaningful professional futures and relationships.

Reflect - Explore - Connect model outlines the Hiatt Career Center’s career development plan for Brandeis students. These three developmental areas support: 1) discovering a deep understanding and awareness of the career fields and work environments that match personal strengths and help to forge an intellectually and professionally satisfying work life; 2) experimenting with ideas about the world of work, researching options, and gaining experience in real organizations and offices; and 3) connecting with and competing for opportunities about which students are well-prepared and passionate.

The World-of-Work Internship Funding Program exemplifies Hiatt Career Center’s Reflect-Explore-Connect model by integrating all three of above developmental areas into a sound theoretical and practical framework for student advising. Because we feel that the application process is in itself a learning process, we have identified learning competencies for all student applicants and for selected fellows specifically.

This document follows the commitment of the Division of Student Enrollment to create measurable and realistic learning outcomes for student development. Additionally, we incorporate leading educational theories into our work, such as those identified in a seminal article in the field, Learning Reconsidered. The outcomes identified here are measured through evaluations sent to applicants, asking them to identify their learning on a developmental scale before and after their internship experience. Because group sharing is as important to reflection as private introspection, fellows engage in a group process following their return to campus. We also track how students move along the R-E-C developmental continuum to gauge the effectiveness of our educational work.
Brandeis University Learning Goals
A Brandeis education combines core skills, knowledge and social justice. Brandeis recognizes that learning occurs both in and out of the classroom, and designs its programs to enable students to meet these learning goals. Inspired by our namesake, Justice Louis Brandeis, we seek to produce graduates who have a desire to inquire and learn throughout their lives and who will endeavor to advance justice in the world.

The World-Of-Work Internship Funding Program integrates the following University Learning Goals into its framework.

Core Skills
Master communication skills.
Specifically, our graduates should be able to express clearly facts, ideas, opinions and beliefs in a variety of written and oral formats.

Master quantitative skills.
Specifically, our graduates should be able to:
1. collect, interpret and effectively utilize numerical data and quantitative information;
2. use mathematical and other abstract models to express and understand causal relationships.

Exhibit strong critical thinking skills. Critical thinking allows for the clarification of ideas and the development of new ideas that are useful and worthy of further elaboration.
Specifically, our graduates should be able to:
1. analyze, interpret and synthesize information and ideas from diverse sources, including different types of texts (e.g., oral, written, visual and performance-based);
2. evaluate the relevance and validity of information, empirical evidence and theoretical arguments;
3. solve challenging problems and arrive at reasoned conclusions.

Knowledge
Demonstrate ability to engage in research and scholarship.
Specifically, our graduates should:
1. possess a substantial core of knowledge in their chosen field(s);
2. understand the resources and methods of their chosen field(s);
3. use knowledge to raise and explore new questions, theories and problems.

Demonstrate intellectual flexibility.
Specifically, our graduates should be able to:
1. modify their conclusions based on new information;
2. modify their approach to a problem based on the requirements of a particular situation;
3. apply different analytic lenses to understand complex issues.

Demonstrate intellectual creativity.
Specifically, our graduates should:
1. integrate knowledge from the domain of ideas and the domain of experience;
2. generate original ideas and insights appropriate to a given context.

Social Justice
Participate as informed citizens in a global society.
Specifically, our graduates should:
1. engage in self reflection, inquiry and learning throughout their lives;
2. act as socially and ethically responsible members of their communities and the world.

Demonstrate understanding of diverse societies.
Specifically, our graduates should:
   1. exhibit knowledge of and respect for cultural traditions other than their own;
   2. understand the interdependence of people around the world.

Engage in service throughout their lives.
Specifically, our graduates should:
   1. follow the example of Justice Brandeis by contributing to the creation of a just society;
   2. exemplify the value of altruism by volunteering and acting as advocates.
Reflect

## Competency areas:

- Cognitive complexity (critical thinking, reflection, effective reasoning, intellectual flexibility)
- Intrapersonal (self-understanding and appraisal, personal goal setting)

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<tr>
<th>Student Outcomes</th>
<th>Brandeis University Goals</th>
<th>Developmental Experiences</th>
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<tbody>
<tr>
<td>Articulate a solid understanding of the industry, type of work, location, etc. involved in the proposed internship.</td>
<td>- Master communication skills. - Engage in research &amp; scholarship</td>
<td>Utilize career search tools; compose WOW essays.</td>
<td>Arrive at a stronger sense of identity, ethics, and personal competence.</td>
<td>- Participate as informed citizens in a global society</td>
<td>Evaluate personal learning; process self-assessment in appointment with counselor or with mentor.</td>
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<td>Create clear, realistic, &amp; measurable goals for the summer experience.</td>
<td>- Master quantitative skills</td>
<td>Attend WOW info session; compose WOW essays.</td>
<td>Learn (or improve ability) to synthesize and integrate ideas and information.</td>
<td>- Exhibit strong critical thinking skills</td>
<td>Learn increasingly complex skills on the job. Reflect on knowledge gained.</td>
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<tr>
<td>Indicate maturity, strong sense of responsibility and independence involved in executing an internship.</td>
<td>- Participate as informed citizens in a global society</td>
<td>Compose WOW essays.</td>
<td>Reflect intensely on academic, experiential, and personal learning. Find connection between internship and big-picture, future direction.</td>
<td>- Exhibit strong critical thinking skills</td>
<td>Evaluate personal learning; process self-assessment in appointment with counselor or with mentor.</td>
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<td>Develop sound organizational and management skills. Understand steps needed to create a solid application.</td>
<td>- Demonstrate intellectual flexibility</td>
<td>Attend WOW info session; utilize time management workshops.</td>
<td>Recognize moments of ethical (or unethical) decision making within organization.</td>
<td>- Exhibit strong critical thinking skills</td>
<td>Evaluate personal learning and articulate opposing sides of a dilemma.</td>
</tr>
<tr>
<td>Comprehend and adhere to WOW criteria and guidelines.</td>
<td>- Demonstrate intellectual flexibility</td>
<td>Attend WOW info session; utilize online information.</td>
<td>Recognize difference between executing tasks at work and at school. Organize self to properly manage time at work.</td>
<td>- Demonstrate intellectual flexibility</td>
<td>Analyze work-school differences in internship journal.</td>
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<tr>
<td>Prioritize pursuits during application period.</td>
<td>- Demonstrate intellectual flexibility</td>
<td>Complete application on time. If needed, process learning style with mentor or counselor to</td>
<td>Articulate the strengths and weaknesses of internship.</td>
<td>- Master communication skills</td>
<td>Complete evaluation of internship.</td>
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</table>
| Reflect on academic, experiential, and personal learning. | - Exhibit strong critical thinking skills  
- Participate as informed citizens in a global society | Connect with program faculty to discuss academic and career options. | Gain deeper appreciation of on-the-job experience by sharing lessons learned with other WOW Fellows. | - Master communication skills | Participate in and contribute to WOW group evaluation session. |
|---|---|---|---|---|---|
| Enhance realistic self-appraisal and self understanding. | - Participate as informed citizens in a global society | Complete TypeFocus self-assessment; debrief assessment with counselor. | Summarize learning in WOW final report and project. | - Master communication skills  
- Exhibit strong critical thinking skills | Timely complete report and project. |
| | - | | Decide whether the particular career field leads to a "meaningful professional future." | - Demonstrate ability to engage in research and scholarship  
- Demonstrate intellectual flexibility  
- Demonstrate intellectual creativity  
- Participate as informed citizens in a global society | Reflect on entirety of experience. |
### Explore

**Competency areas:**

- Knowledge acquisition, integration, and application (understanding knowledge in a range of disciplines, connecting knowledge to other ideas and experiences, relate knowledge to daily life)
- Practical (capacity to manage one’s affairs, prioritization of pursuits, tangible results)

<table>
<thead>
<tr>
<th>All Applicants</th>
<th>WOW Fellows</th>
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<tr>
<td><strong>Student Outcomes</strong></td>
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<tr>
<td>Find facts and insider knowledge about the proposed career field.</td>
<td>- Demonstrate ability to engage in research and scholarship</td>
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<tr>
<td>Recognize steps needed to find or create an internship applicable to full-time job search process.</td>
<td>- Demonstrate ability to engage in research and scholarship</td>
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<td>Relate academic knowledge, leadership experience, prior employment to specific employer needs.</td>
<td>- Demonstrate intellectual flexibility</td>
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<td>Gain greater understanding of professional choices and personal, “life” decisions.</td>
<td>- Demonstrate intellectual flexibility</td>
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| Understand and practice fitting work behavior. | - Demonstrate ability to engage in research and scholarship  
- Participate as informed citizens in a global society | Use advice from Pre-Departure workshop and Hiatt’s etiquette web pages to follow suitable work codes. |
## Connect

### Competency areas:
- Interpersonal (meaningful relationships, collaboration, interdependence)
- Perseverance and Achievement (manage college experience to achieve academic, personal, and career success)

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<td>Foster meaningful relationships with professors, colleagues, and mentors.</td>
<td>- Master communication skills</td>
<td>Secure letters of recommendation from faculty and supervisors.</td>
<td>Enhance candidacy for future professional endeavors.</td>
<td>- Demonstrate ability to engage in research and scholarship</td>
<td>Create Optimal Portfolio with tangible set of accomplishments.</td>
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<td>Start or expand personal network needed to secure internship position.</td>
<td>- Master communication skills</td>
<td>Utilize Hiatt Shadowing Experience; develop networking plan using Hiatt’s resources.</td>
<td>Relate classroom knowledge and find solutions to problems presented in a work environment.</td>
<td>- Demonstrate intellectual flexibility</td>
<td>Execute internship tasks, for example: apply academic knowledge about psychological effects of illness to patient care.</td>
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<tr>
<td>Find an organization that will take an active role in the internship experience and support WOW mission.</td>
<td>- Engage in service throughout their lives</td>
<td>Go through internship search process; reflect on best leads given known data.</td>
<td>Relate work experience to Brandeis classroom experience.</td>
<td>- Exhibit strong critical thinking skills</td>
<td>Enroll in internship class; relate learned knowledge to other classes.</td>
</tr>
<tr>
<td>Create on-going relationship with an organization in ways that support WOW program’s mission.</td>
<td>- Master communication skills</td>
<td>Secure a strong Letter of Invitation.</td>
<td>Gain a mentor in chosen professional field.</td>
<td>- Master communication skills</td>
<td>Utilize Pre-Departure Workshop and summer communication to approach potential new mentors.</td>
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<tr>
<td>Utilize WOW application as a launch pad for reflecting on, exploring, and connecting to future</td>
<td>- Demonstrate intellectual flexibility</td>
<td>Demonstrate</td>
<td>Expand professional network; utilize network to secure full-time job offer in the future.</td>
<td>- Master communication skills</td>
<td>Approach professional contacts; conduct informational interviews; stay in touch with</td>
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<table>
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<tr>
<th>opportunities.</th>
<th>intellectual creativity</th>
<th>- Participate as informed citizens in a global society</th>
<th>- Meet with career or academic advisor or personal mentor to reflect on choices and imagine a career decision-making plan.</th>
<th>- Increase or foster ability to work with people different from self; foster ability to work within team; relate to others in organization.</th>
<th>- Demonstrate understanding of diverse societies</th>
<th>network.</th>
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<tr>
<td>Use WOW application structure to build/enhance stronger decision-making skills, applicable to academic and professional future.</td>
<td>- Exhibit strong critical thinking skills</td>
<td>Meet with career or academic advisor or personal mentor to reflect on choices and imagine a career decision-making plan.</td>
<td>Increase or foster ability to work with people different from self; foster ability to work within team; relate to others in organization.</td>
<td>- Demonstrate understanding of diverse societies</td>
<td>Engage in team problem-solving tasks at work; foster relationship with co-workers; reflect on group dynamics.</td>
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<td>If not chosen, understand how to be a better applicant for future endeavors.</td>
<td>- Exhibit strong critical thinking skills</td>
<td>Arrange for debrief of application with WOW committee member.</td>
<td>Create healthy and appropriate relationships with co-workers. Understand how to identify and manage challenging interpersonal relationships.</td>
<td>- Master communication skills - Demonstrate understanding of diverse societies</td>
<td>Internalize advice from Pre-Departure workshop about risk management.</td>
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</tr>
<tr>
<td>If not chosen, use WOW materials for other sources of funding, on and off campus.</td>
<td>- Exhibit strong critical thinking skills</td>
<td>Utilize Hiatt’s funding pages; seek out and apply to other competitive programs.</td>
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