

High Impact Learning Experience Intention Form

As you know, the high impact learning experience is an integral part of your collegiate experience. The following process is to assist you in being proactive and strategic about this experience. Understanding your strengths and weaknesses before you start will define opportunities for you to effectively build your career readiness skills and set you apart. It is crucial to be honest when considering your weaknesses, in order to build them into strengths. Work through each step below; it will help guide your thought process to build and become your best career professional self.

My High Impact Experience: _____

*See examples of [High Impact Experiences here](#). If you are uncertain of one specific high impact experience, you may list more than one.

Step 1: Using the [National Association of Colleges and Employers \(NACE\) New College Graduate Definition of Competencies](#), assess your career readiness using the competencies. **Clearly identify the three lowest competencies to further develop** and consider them when you complete Step 3. To be even more effective, consider asking someone else to rate you.

<u>Competency</u>	<u>Definition</u>	<u>Personal Rating</u> 1 (low) 4 (high)
Critical Thinking/Problem Solving	Exercise sound reasoning to analyze issues, make decisions, and overcome problems. The individual can obtain, interpret, and use knowledge, facts, and data in this process, and may demonstrate originality and inventiveness.	
Oral/Written Communications	Articulate thoughts and ideas clearly and effectively in written and oral forms to persons inside and outside of the organization. The individual has public speaking skills; can express ideas to others; and can write/edit memos, letters, and complex technical reports clearly and effectively.	
Teamwork/Collaboration	Build collaborative relationships with colleagues and customers representing diverse cultures, races, ages, genders, religions, lifestyles, and viewpoints. The individual can work within a team structure and can negotiate and manage conflict.	
Digital Technology	Leverage existing digital technologies ethically and efficiently to solve problems, complete tasks, and accomplish goals. The individual demonstrates effective adaptability to new and emerging technologies.	
Leadership	Leverage the strengths of others to achieve common goals and use interpersonal skills to coach and develop others. The individual can assess and manage his/her emotions and those of others; use empathetic skills to guide and motivate; and organize, prioritize, and delegate work.	
Professionalism/Work Ethic	Demonstrate personal accountability and effective work habits, e.g., punctuality, working productively with others, and time workload management, and understand the impact of non-verbal communication on professional work image. The individual demonstrates integrity and ethical behavior, acts responsibly with the interests of the larger community in mind, and can learn from his/her mistakes.	
Career Management	Identify and articulate one's skills, strengths, knowledge, and experiences relevant to the position desired and career goals and identify areas necessary for professional growth. The individual can navigate and explore job options, understands and can take the steps necessary to pursue opportunities, and understands how to self-advocate for opportunities in the workplace	
Global/Intercultural Fluency	Value, respect, and learn from diverse cultures, races, ages, genders, sexual orientations, and religions. The individual demonstrates openness, inclusiveness, sensitivity, and the ability to interact respectfully with all people and understand individuals' differences.	

Step 2: Assess your technical expertise. These are the knowledge and skills directly related to your major. What do you succeed in? What do you need more experience in to be able to best discuss your overall abilities for a job? Imagine you are in an interview for your dream job and they ask you the areas you need development in; what would you say right now? This often is a particularly difficult class for you, or a subject area that you find especially confusing. It could even be an area that you are interested in, but have not had the opportunity to experience yet. These are the areas that you can focus on procuring opportunities to develop, making you an overall well balanced professional.

Courses you found difficult:

Areas of interest you have not taken courses or had experience with yet:

Something you are okay at, but need more experience to be able to articulate your ability:

If you are unsure, use this space to brainstorm or journal about it.

Step 3: Make your own *Personal Improvement Plan* and link it to your high impact learning experience.

What are the three areas you identified that you would like to develop during this experience from Step 1 and 2? If you have more, that is fine, but remember to be very focused, don't have too many on the list. Now, consider how you will gain the experiential learning needed to develop these areas. Think through what high impact learning experience you have chosen and creatively figure out ways that you can gain opportunities. Sometimes, this will come to you easily. Other times it will be difficult, you may want to include your supervisor, a career consultant or someone in the industry to help.

Fill out the following table to walk yourself through this process.

What I want to develop

Opportunity 1

Opportunity 2

Opportunity 3

Step 4: Think through what you need to do to set yourself up for these opportunities. Do you need to reach out to a faculty member, supervisor, the study abroad coordinator? **Make yourself a to-do list of at least 5 bullets and include a backup plan in the case something falls through.**

Step 5: When you have completed your high impact learning experience, you will submit [FORM E](#) as your final report along with an updated resume highlighting the changes you gained from this experience.