Inskter and Ross Internship Stage Model

1. Arranging & Anticipating Internship
   - Student seeks out & secures internship
   - Feelings: excitement, high motivation, ideal expectations, self-doubt

2. Orientation & Establishing Identity
   - Initial arrival at site, learning new information, establishing a work identity
   - Feelings: overwhelmed w/information, under-whelmed by routine tasks

3. Reconciling Expectations with Reality
   - Understanding consequences of own actions often affect co-workers & clients in daily tasks (not as independent as being a student)
   - Feelings: intial expectations do not match reality in workplace, structure is very different than classroom environment which is frustrating

4. Productivity & Independence
   - Students are able to contribute as they know the environment better, supervisors recognize student competence leading to more independence
   - Feelings: increased self confidence, awareness of role and strengths, productively accomplishing tasks

5. Closure
   - Clarifying ongoing relationships, discontinuing relationships that must end, celebrating accomplishments
   - Feelings: sadness about not being noticed by some co-workers, disappointment of incomplete projects, jealousy at incoming interns

6. Re-entry and Practical Application
   - Readjustment to return to classroom, entering workforce, or pursuing future education
   - Feelings: worry that that classroom setting is mundane compared to experiences, increased focus on benefits of experiences gained and how to apply it to future opportunities