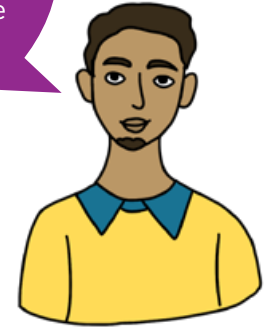


I BELONG AS I AM



I want to be my authentic self at work. Here's a quick guide to encourage students, like me, to be themselves.



Encouraging interns to be their authentic selves

- ✓ Encourage interns to draw inspiration from past experiences; validate your interns' insights they have gained at school, at home, at other jobs, etc.
- ✓ Encourage interns to speak up; their perspective and voice are valuable and essential to ensuring everyone is striving to be their best self.
- ✓ Create space for intern voices; ask interns for their thoughts both casually and in meetings, be sure to leave time during weekly check-ins for them to express themselves and feel heard, etc.
- ✓ Ramp up where you create space for intern voices; some interns may need to start by speaking out at in a one-on-one and gradually working up to speaking out at something like an all-hands meeting

Sharing your authentic self

- ✓ Ask interns for feedback on your work, especially on how you are doing as a supervisor during weekly meetings.
- ✓ Share your authentic self; by setting the example, you enable people to feel safe and trust that they are free to be their authentic selves too.



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