



# Interns' Expectations versus Reality

<b>Scope:</b>	Dual-phase diagnostic research tool designed to compare and contrast the expectations of an employer's incoming interns with the corresponding assessment of their actual experiences over the course of the summer, to include factors mapped to: Program Administration; Company Culture and Work Environment; Intern Management; and the Assignment itself.
<b>Objectives:</b>	<ul style="list-style-type: none"><li>❖ Establish the <u>specific expectations of an employer's incoming intern cohort</u> about their summer experience, as set forth during the recruitment process;</li><li>❖ Measure the <u>interns' assessment of their actual experiences</u> at the conclusion of their assignment, to deep-dive the satisfiers and dissatisfiers, and to tease out the impact of expectations that were met – and fell short;</li><li>❖ Provide the employer with a <u>comprehensive and unfiltered evaluation</u> of their intern program messaging and execution on a comparative basis.</li></ul>
<b>Methodology:</b>	<ul style="list-style-type: none"><li>❖ Survey fielded in two phases: 1] <u>Expectations – at beginning of internship</u>; and 2] <u>Reality – After the summer assignment concludes</u>. Mirror-image questions comprise validated quantitative factor ratings and open-ended qualitative text queries. All findings reported in aggregate; No individual responses will be revealed, assuring participants of complete confidentiality, thereby providing an anonymous forum for candid intern feedback.</li><li>❖ Employers will provide SRG with a spreadsheet of interns' email addresses and send a 'heads up' message to distribution prior to each phase of the survey fielding. Spreadsheet can include additional participant identifiers specific to such attributes as location, function and university, and a blinded data extract of responses will be provided for further granular analysis.</li></ul>
<b>Deliverable:</b>	Comprehensive, proprietary report out of comparative quantitative findings in slide deck format accompanied by an Appendix of verbatim intern commentary in response to text queries. Project fee includes presentation of findings by SRG.  <a href="#">Click here</a> to contact SRG for additional information and pricing.

