



Recreation Management and Leadership TR Internship Goals and Objectives

One reason the HHD department requires students to complete an internship as a requirement of the Recreation Management and Leadership major is to increase students' marketability to future employers. Employers look for employees who can set and meet clear job/performance goals. Therefore, each intern is required to set internship goals. These goals should have clear outcomes that can be shown to future employers as evidence of one's job skills.

Once an internship site is selected, the intern and agency supervisor should identify the goals (with clear outcomes) and objectives of the internship.

Remember:

- A goal is a general statement of performance expectations for work experiences within the agency. Each internship should have at least **three-four** goals and at least **three** objectives as to how the intern will accomplish each goal.
- Each goal should have a clear and tangible outcome, such as a written plan, an event, a program, or a manual.
- Each goal should also have objective steps leading to the completion of the goal. Each objective should be **S.M.A.R.T.**
 - **S**pecific
 - **M**easurable
 - **A**chievable
 - **R**ealistic
 - **T**ime bound
- Objectives should also be identified for each goal. The objectives should identify steps toward reaching each goal. Objectives contain a behavior (what the person is going to do), a condition (the situation and circumstances in which the behavior will occur), and timelines (date when the behavior will occur – do not use “by the end of the internship” as a time measurement; set a specific date).

The goals and objectives must: 1) first be approved and signed by the agency supervisor; 2) be signed by the student; and 3) then submitted to the faculty supervisor. The agency and the student should keep copies for themselves.

Complete goals and objectives on next pages

Internship Goals and Objectives

Intern's name:

Job title (if applicable):

Agency:

Goal #1:

Tangible product or outcome:

Objectives with due dates:

1. Date:

2. Date:

3. Date:

4. Date:

Goal #2:

Tangible product or outcome:

Objectives with due dates:

1. Date:

2. Date:

3. Date:

4. Date:

Goal #3:

Tangible product or outcome:

Objectives with due dates:

1. Date:

2. Date:

3. Date:

4. Date:

Goal #4:

Tangible product or outcome:

Objectives with due dates:

1. Date:

2. Date:

3. Date:

4. Date:

SIGNATURES (Typing your name in the following signature field constitutes an electronic signature)

Agency Supervisor Name:

Date:

Student Name:

Date: