

## MEGAN DOODY'S ADVICE //



# A formula for success

## ADVICE FOR A SUCCESSFUL INTERNSHIP

**Megan Doody's** Cook journey has been an inspiring one. Two years ago, she graduated from Indiana University (IU) with a B.S. in Health and Nutrition Science. Rather than accept a full-time offer from another company, she decided to do a sales internship with Cook.

"My goal was to utilize my clinical, science-based degree with my interest in business to work toward a career in healthcare sales. I felt the sales internship with Cook would provide me with an opportunity to learn more about the medical device and healthcare industry as a whole," Megan said. "I felt more authentic interviewing with Cook than any other company. When I left my interview for the sales internship in Aortic Intervention (AI), it was the first time I walked out of an interview and said to myself, 'I need to be there. I hope they call me back.' I connected with the Cook culture, the personnel, and the values that make up this organization. It was as simple as that. I knew that this was a place I wanted to be."

After her sales internship, Megan was offered a job on the START team at Cook. This was a one year "sales associate" program that Cook offered to individuals right out of college and to those interested in breaking into the medical device industry. During this time, she was able to make great friends, learn about the different divisions at Cook, and build her network within the company.

"So much of what I learned in my internship and on the START team has made me a more valuable employee and representative to my current customers. That's why I was so excited to be able to share my formula for success with the interns and mentors. While I do think there are many formulas for success, I know that the key of my success was my mentor/intern relationship. My manager and mentors used to tell me to, 'do good at what you do, put your hand up, and be useful.' I think this illustrates my success because I had mentors who wanted to teach, and I was a student who wanted to learn. We both did our part. When mentors are willing to coach, teach, support, and advise interns who are coachable, driven, and hardworking learners, then good things will happen. Once I realized the significance of the mentor/intern relationship, that's when I came up with my internship formula for success."

The idea behind Megan's formula is that if the mentor and the intern work together throughout the summer, and both the mentor and the intern contribute their unique forms of value, then they will reach their desired level of success. Without each other, it can be extremely difficult to reach this goal. Megan outlined a number of key aspects that characterize quality interns and mentors and define a few ways that each party can contribute value.

## GOOD MENTORS:

### Listen.

Always know you are coaching and mentoring whether you realize it or not, and that listening is one major way of doing this effectively. Simply listening to what an intern has to say and responding with open-ended questions can help give them skills that will be pivotal for the rest of their career.

### Learn.

A mentor may think, How can I connect with a 21 year old kid? Talk to them and learn about them. Chances are that they want to learn about you too. Trust that you can find things in common with your intern, and don't be afraid to give it a chance, and maybe even to learn something new.

### Provide a schedule.

Present a calendar to your intern on their first day highlighting things that are scheduled for the summer. By taking the time to create a plan for your intern, you can teach them about having a strong drive to perform above expectations and about the benefits of being organized; you can also communicate that you are ready to work with them on a series of projects over the summer.

### Meet regularly.

It is important for you to sit down with your intern to discuss expectations and goals for the next three months. From there, it is important, and often very beneficial, to have check-in meetings. You can review the goals you set together, discuss progress, and make plans for any needed adjustments. These meetings can also help strengthen the intern and mentor's relationship over the course of the summer.

### Provide positive and constructive feedback.

This is something that can be difficult to do but is crucial to personal and professional development. A good intern will value your opinion and know that at the end of the day the feedback was given to elevate their career development. Make sure to provide a mix of positive and constructive feedback, so that your intern knows they're on the right path, and how they can make small improvements.

### Support the intern at their capstone.

A mentor's support at the capstone is huge. It is the closing of what can be a great chapter for the intern and mentor. While it showcases everything your intern has accomplished over the summer, it also reflects on your relationship with your intern. Teach them about public speaking, practice with them, and reassure them. When your intern is standing in front of a crowded room ready to impress a lot of people with their presentation, they're also thinking about making you proud. Don't forget to tell them they've done just that.

## GOOD INTERNS:

### Listen.

Become a sponge. Good interns listen first, gain a better understanding of how people work and how the business flows, and ultimately recognize areas where they can contribute to the organization.

### Learn.

The Cook internship provides the structural foundation for the intern to learn, grow, and develop into a young professional. Learn about the fundamentals like active listening, emotional intelligence, and social awareness. Take this time to build your functional skills like how the copy machine works, how to maneuver through Microsoft Outlook, and so on. Good interns recognize the significant learning opportunity the Cook internship provides and take full advantage.

### Are organized and coachable.

Good interns stay organized by following a schedule or calendar.

A calendar not only reinforces what is expected over the course of the summer, it can also reveal opportunities to explore new activities during your free time. Being coachable is also key because it encourages learning, growth, and improvement.

### Clearly identify and meet their mentor's needs and expectations.

Good interns ask their mentors what their goals and expectations are for the summer. You can do this by asking, "What is it that I can do for you?" rather than, "What is in it for me?" Then strive to meet those objectives by applying yourself, problem solving, and generating ideas. In order to do this successfully, you should also check in with the mentor to make sure you are on the right path.

### Ask for feedback.

Good interns are interested in furthering their career development and take pride in their work. So, ask for feedback and be receptive and understanding to constructive criticism. Additionally, be proactive in working on the things you might not be the best at.

### Sell themselves through their actions, not their words.

Good interns are perceived as confident, not arrogant. One of the best ways you can remain confident is by selling yourself through your actions, not your words. There is no better platform for you to sell yourself than during your capstone presentation.

### Understand the significance of their capstone.

This is your opportunity to show that you have listened and learned a lot over the last three months. Through your presentation you can show how organized, communicative, coachable, receptive to feedback, confident, and valuable you have been. Do this, and people will walk out of your capstone and say, "That is a really great intern."

