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LEADERSHIP NEWSLETTER





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THE EVOLUTION OF LEADERSHIP SEMINAR

By: Dr. Connor

What Is Leadership Seminar?

Many professionals enter the field without comprehensive leadership development. The yearlong leadership seminar is designed to equip psychology interns with the critical leadership skills needed to navigate the transition from graduate school to early career. This seminar provides a dedicated weekly space for integrating professional and personal identities. Participants explore their growth mindset, daily habits, work-life integration strategies, crucial conversations, advocacy, aspects of diversity, clinical challenges, building and maintaining confidence, and increasing awareness and commitment to living out one's core values.

Evolution of Leadership Seminar:

Prior to my transition from Senior Psychologist to Director of Training, I embarked on a personal journey toward leadership development. I intentionally sought out opportunities beyond NYU to enhance both my personal and professional growth. I found four different mentors from varied professional backgrounds—psychology, medicine, finance, and sports—each offering unique perspectives and guidance. A few months later, I discovered the APA Leadership Institute for Women in Psychology (LIWP) program. Recognizing the value this could bring to my leadership role, I approached Dr. Ricker and Dr. Gordon, who were both very supportive and believed it would facilitate my transition. I applied, was accepted, and began a transformative 9-month course that unveiled critical aspects of leadership development that are often overlooked in traditional training. Each year, I have been fortunate to see the positive impact investing in interns at this stage of training can have on their personal and professional identity.



TOPIC HIGHLIGHTS

AND DISCUSSION POINTS

Leadership

What is Leadership?	<ul style="list-style-type: none">• Leadership is the ability to develop confidence in yourself and confidence in the people you lead (confidence self-development)• Act of identifying shared goals and inspiring others to work toward a common mission (shared mission; collaboration; inspiring)• The act of inspiring a group of people to work towards a common mission in a manner that inspired dedication, progress, collaboration, and equity.
Imposter Syndrome	<ul style="list-style-type: none">• Please share your experiences related to imposter syndrome (i.e. which type do you identify with)• How have you overcome this or actively do to manage these feelings?• What opportunities have you not taken advantage of because of your own imposter syndrome or what opportunities have you been able to take advantage of because you pushed past your imposter syndrome?
Focus/Time Management	<ul style="list-style-type: none">• How do you stay focused on what is important? What systems do you employ to get things done?• Daily/Morning Routine- bookending your day• Stay focused – you must say no to most things to be successful

Diversity

Gaslighting	<ul style="list-style-type: none">• Theft of reality - deny your reality experience, instincts, perception• What can you do?<ul style="list-style-type: none">* Recognize gaslighting when it's beginning* Call it out when it's happening
Bias	<p>Cognitive Bias – emotional decision making</p> <ul style="list-style-type: none">• Easier to see these in other people• Unless we are aware of our biases the more they will be a part of our decision making• These may prevent us from achieving the things we say we value

Mentorship

Finding Mentors	<ol style="list-style-type: none">1. What are my professional goals? How can a mentor help me achieve them?2. What qualities am I looking for in a mentor? Do I need someone with expertise in a specific area or someone who offers broader career guidance?3. How does the potential mentor's experience align with my interests? Does their career path reflect the direction I want to take?
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SPOTLIGHT EVENT: INTERN BRUNCH

Dr. Connor graciously hosted previous and current interns at her home in Delaware for a tasty and wonderful brunch to celebrate accomplishments throughout this past year!



SPOTLIGHT EVENT: CULTURAL DAY

New York Tenements, Tales,
and Tastes Discovery

Four Food Stops:

- Chinese Dumplings
- Pizza
- Knish
- Empanadas



Cultural Importance

We discovered NYC from a local perspective, and heard stories about New York's early settlers and foods they shared with us. We walked through historic sites in the Lower East Side, Chinatown, and Little Italy to learn about immigrant heritage and how it shaped the city today.

INTERN QUOTES

- What did you learn from leadership seminar?
- What is your biggest takeaway?

Deniz

“My greatest takeaway and something I hope to carry with me in my professional and personal life is that it’s important to celebrate the small wins as much as the big wins. Taking a moment each week to celebrate wins (no matter how big or small) reminds me of my goals. It gives me the opportunity to reflect on how hard I’m working and how far I’ve come in both my professional and personal life, and offers motivation to keep pursuing my goals.”

Julia

“I have learned so much about myself, my co-interns, and my supervisors throughout our leadership seminar. Having space dedicated to discussing leadership topics that have relevance in the past, present, and future has gone so far in shaping the way I think about myself as a leader and how I will act as one going forward. My biggest takeaway has been getting to spend the time with my co-interns, and having the space and opportunity to learn about them as individuals on a deeper level, both professionally and personally.”

Kelsey

“Throughout our leadership seminar, I learned that we all have the capacity to become leaders in our field and tailor our leadership style to our personal values and shared vision. From our meetings and conversations, I came to understand that knowing how to lead ourselves is a crucial first step to being able to lead and inspire others. In collaboration with my fellow interns, I was so grateful to hear diverse perspectives on what leadership looks like in practice, including fostering an inclusive community, engaging in crucial conversations, and defining what work-life balance means for ourselves. After the internship, I hope to apply all the lessons I’ve learned and encourage others to become leaders in their own respect and pursue careers that align with their own unique set of values.”

Jasmine

“I think what I learned from leadership seminar is that learning and accountability are bidirectional. What you expect from those you lead is also what they should be able to expect from you. I am glad there’s a forum for future trainees to discuss these topics.”

INTERN QUOTES CONT.

- What impact did the seminar have on you?
- What impact do you think you'll make on others?

Edie

“The leadership seminar has helped me embrace the positive, increase my confidence, and connect with fellow Interns. It's also been a welcomed forum to discuss all the nitty-gritty aspects of professionalism as we move forward in our careers.”

Elizabeth

“I was so excited that NYU's internship offered a leadership seminar! It stood out among all others because no other program offered this kind of seminar. As a career changer coming from the world of business, this seminar married my love of business and psychology, which in my opinion literally equals leadership. I've learned that there's a space for leadership at every level regardless of title, and at every organization. And being a psychologist positions you in such a uniquely powerful way to be the best leader. I learned that leadership is taught and practiced, and that everyone brings important life experiences to the table to inspire others. I am so grateful for Dr. Connor's leadership, the company of my peers, and this space throughout the year to explore these topics and build a strong knowledge base. I looked forward to it every week and it motivated me to step up as a leader in small ways in all aspects of my life.”

Enoch

“The year-long leadership seminar was an exceptionally enriching and transformative journey. Far beyond traditional notions of leadership, the seminar delved into critical topics such as equity and equality, burnout, crucial conversations, micro-aggressions, growth versus fixed mindsets, and the stages of professional development. The program also featured regular self-appraisal, which were instrumental in tracking my progress and setting new objectives. By the end of the year, I emerged with a profound sense of achievement and enhanced confidence in my leadership capabilities. Leadership is not just about making decisions and setting directions; it's about shaping the experiences and outcomes of those around you. Effective leaders inspire and support, create a positive and productive work environment, and ultimately drive success through their influence on others.”

Gabriella

“I appreciate Dr. Connor's desire to be a leader and nurture budding psychologists. I valued being able to discuss the dynamics of Intersectionality as it relates to how Individuals with marginalized Identities shape advocacy within the field.”