

Offer Professional and Personal Development Opportunities

Leaders who believe in a growth mindset help interns get the most from each experience, creating experiential learning by incorporating self-reflection and the chance to develop new skills and knowledge.

Not only will this deliver a pay-back to your interns, this mindset will benefit your broader teams by inspiring curiosity and ongoing development. When everybody from the top-down and bottom-up has 'a lot to learn', it helps reinforce the importance of continuous learning.

The key is to maintain an 'always learning' mindset - a lifelong commitment to learning to remain skilled and relevant in the workforce.

- ▶ Learning naturally happens through experience on the job, exposure to new people and processes as well as more traditional learning channels.
- ▶ Dedicate a portion of the curriculum to building self-awareness, career management and networking.
- ▶ Virtual-social learning and gamification are also emerging vehicles to deliver a challenge that will get young employees excited.

An investment in learning will yield big dividends for the individual, the team, and the organization. You can foster an always learning culture with your interns by offering time, tools and flexibility for ongoing learning activities. You'll build your interns' confidence and a foundation for life long development allowing them to take on new and different challenges.

What is Growth Mindset?

Individuals who believe their talents can be developed (through hard work, good strategies, and input from others) have a growth mindset. They tend to achieve more than those with a more fixed mindset (those who believe their talents are innate gifts). This is because they put more energy into learning.



What can you do to foster an ‘always learning’ mindset with your interns?

- Stress the importance of learning to drive professional development and career growth.
- Provide access to learning resources – from face to face sessions to articles and TedTalks – all can be valuable channels to learn.
- Offer time and flexibility to complete learning and professional development.
- Allow for career exploration through networking, job shadowing, tours, events, and other activities.
- Enable social and peer-to-peer learning through multiple channels, aligned to each individual’s strengths and proficiencies.

BRING YOUR INTERNSHIP TO LIFE!

Create fully immersive experiential learning by:

- Engaging participants to deliver necessary skills at the right time. Focus on technical, behavioural and mindset required for success.
- Creating opportunities for reflection to foster self-awareness and crystallize learnings.
- Offering just in time feedback ensuring clarity of expectations and allowing young people to see their growth and development of required skills.
- Designing curriculum with limited theory, offering lots of experiential learning like simulations, case studies and innovation challenges.
- Delivering instruction in various ways including in person, online, video and mobile solutions.

WHAT WE DID

RBC Next Great Innovator Challenge:

- A unique professional development opportunity for Career Launch Associates to develop new business ideas that solve social issues while generating financial benefit for RBC.
- Top 3 teams advance to the finals where they present their ideas in front of a live panel of judges at the Career Launch Convocation event.
- A chance to demonstrate innovative thinking, collaboration and problem solving skills on a real-world business challenge.
- Engages teams to develop new ways to work.
- Fosters an always-learning mindset.
- Cultivates company culture that’s open to ideas.



79%

of Associates feel confident in applying acquired skills and knowledge to future roles



78%

of Associates are satisfied with their learning experience in the program



Excerpt from the [RBC Launching Careers Playbook – A Guide to Creating Internships](#). To download the full guide, please visit the [I Create Internship](#) module on www.rbc.com/launchingcareers.