

SAMPLE: Job Shadow Internal Reflection and Evaluation

1. Overview of the Job Shadow Experience

1. What were the primary goals or intended learning outcomes of the job shadow experience? (For example: introduce career pathways, demonstrate daily tasks, explore industry skills.) _____

2. Were these goals clearly communicated to the student/participant?

- Yes
- Partially
- No

Please explain: _____

2. Evaluation of the Participant Experience

1. How would you describe the participant's engagement during the job shadow?

- Highly engaged
- Moderately engaged
- Limited engagement

Comments: _____

2. Did the participant ask questions or show curiosity about the work? _____

3. Did the participant demonstrate professionalism (timeliness, communication, attitude)? _____

3. Evaluation of Program Structure

1. Which activities did the participant shadow or participate in?

2. Which aspects of the job shadow experience worked well? Consider schedule flow, activity variety, staff involvement, safety, etc.

3. Which aspects were challenging or less effective?

4. Opportunities for Improvement

1. What changes would you recommend to improve the job shadow experience for future participants?

2. Are there additional tasks, demonstrations, or experiences that would make the program more valuable?

3. Were there any logistical challenges (time constraints, space, staff availability)?

5. Program Impact

1. Did hosting a job shadow provide value to your team or organization? _____

2. Are you willing to host future job shadows?

- Yes
- Maybe
- Not currently

Comments: _____

3. Any success stories, observations, or moments you'd like to highlight?

6. Additional Feedback

Please share any other comments or suggestions that could help improve the overall job shadow program.
