

Internship Workshop at ASU with Guest Speaker Allison Paoli By Jessica Arndt

ASU at Lake Havasu hosted an Internship Workshop on October 4, 2023, and was honored to have Allison Meagher Paoli as the guest speaker. Dr. Leepsa Madhabika organized and coordinated the internship workshop, driven by her desire to help students prepare for their future careers. Allison Paoli has received multiple awards for her work in leadership, has experience in leadership development coaching, and is an expert in teaching professionals from a broad spectrum of industries and businesses to better understand human behavior and how different communication styles and interpersonal relationships can either maximize or minimize executive effectiveness within corporate cultures. Paoli spoke with ASU students about how to better understand our own and others' personalities, how to establish strong team values, and how to manufacture productive communication styles. The workshop encouraged students to learn how to understand their personality types by using resources like the Myers-Briggs Personality Test. Paoli explains that a personality test like this "puts some of our innate behaviors into a common language we can use together. Helps us become more aware of our communication styles and how they affect others. Gives perspective on how we perceive others and how they perceive us."



Faculty at ASU along with Guest Speaker Allison Paoli
Photo Credit: Jessica Arndt



Group Picture of the Workshop | Photo Credit: Rabiya Gupta

Students have to engage in group projects with other classmates on a regular basis here at ASU, and this workshop gave students the tools to better understand others' personalities and the best ways to communicate with those different personalities effectively—even when they differ from our own. The importance of teamwork was a strong theme throughout the workshop, encouraging students to leverage everybody's unique talents within a group environment.

Leaders get to create the culture, as do the students at the university. Students who attended this workshop learned about the qualities needed in top leaders and how to take accountability for their own performance. ASU is a diverse campus with students from all over the world, so having a workshop

like this encourages productive teamwork and communication among students, helping pave the way for effective and inclusive communication by creating a culture of camaraderie here at ASU. Within a campus of such diverse students, miscommunication is bound to happen as students have many different backgrounds, but Paoli guided students in how to disagree and challenge each other in conflict but in a healthy and empathetic way. Individuals tend to expect people to be perfect for them—holding to unrealistic expectations—but there is no way to truly know what is going on with someone else without sharing the same experiences as them. Allison Paoli explained how to pick up on someone's personality cues in order to adjust how we can communicate with them to get the best out of the other person. Students and faculty who were at this internship workshop walked away with the skills to be better listeners, better leaders, and better communicators.



Guest Speaker Allison Paoli and student Jessica Arndt
Photo Credit: Jessica Arndt



Students Attending the Workshop
Photo Credit: Rabiya Gupta