

ROOKIE SMARTS EXPERIMENT

TELEPORT YOURSELF

Transport yourself to when you were starting your first professional job after college. Remember how you felt, what you did, and how you approached the work. Use this insight to provide leadership to your team, a new college graduate, an employee in a rookie assignment, and even to renew your own work.

RETURN	Identify a time when you were a rookie <i>(inexperienced, new to an important task)</i>	
	When was it?	Year: Month: Day:
	Where were you?	
RECALL	What were you nervous or worried about?	
	What didn't you worry about?	
	What were you hopeful about?	
	What could you see that others couldn't?	
	Who did you seek out for expertise or guidance?	
	What did you do to prove yourself quickly?	
	How did you get feedback and stay on track?	
What mistakes did you make? How did you recover?		
RENEW	How would this rookie version of you approach your current job?	
	What specifically would you do differently?	

BONUS: If possible, actually physically return to the place you wrote down above. Go back to your old office or put on your interview suit and remember what it was like at the beginning.

PROMISE: As we gain experience, we increase knowledge and capability, but we also can become callous or blinded by our expertise. By remembering how we worked when we were new, we can combine the best of expertise and naïveté.