

# Intern Program Career Benefits

## Frederic Remington Art Museum Internship Program Career Benefits for All Majors

No employer will pay you for what you know. If that were the case, you would be given a test and sent a paycheck. You will be paid only for what you *do* with what you know.

- The Museum is internationally known, yet it is a small organization with three buildings and a paid staff of seven full-time employees. If you intern in Development, you won't be helping the Development staff. You will be 50% of the staff – you will be *doing* the work. And so it is with all the departments.

No all employers are large. Most by far are small and require individuals with flexibility and a cooperative attitude.

- The Museum's work is varied and often unpredictable. A school group may change plans and staff from *everywhere* will need to quickly rearrange facilities. An early delivery for the Museum Store may require helping hands to inventory and stock items. It will not be unusual for an intern to work in several departments in the course of a day.

Try to name a career that allows you *not* to work with people, whether mostly fellow employees or the public.

- With a small and close-working staff and many volunteers, there will be ample opportunity to strengthen interpersonal skills. Also the museum draws visitors from most of our 50 states and a range of foreign countries. The intern carries as much of the public relations load as any other staff member.

“What makes a good employee, from entry-level to top management?” This question was posed to more than 300 employers during a 6 ½ year period, and continued to be asked informally for another 15 years.\* There was total agreement on only six factors, regardless of the career:

- .. Reports to work on time
- .. Follows directions
- .. Does more work than assigned
- .. Quality of work exceeds expectations, given training and experience
- .. Is courteous
- .. Gets along well with co-workers

Each intern will be continually evaluated according to the [following matrix](#). A summary written evaluation is delivered to you at the conclusion of the internship. You will have time to practice these qualities while you work here. There will be no time later to learn these skills; by the time you're a working professional, they must already be your work *habits*.

\* Survey conducted by Jim Barrick, a long-time Museum volunteer and Career Planning Director Emeritus at SUNY Potsdam.