



Reflections from Discovery Program Alumni

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management methods, and having the chance to adapt to these changes in styles creates a more well-rounded individual. Additionally, we learned how to quickly transition on to and off of projects, which has helped us to make immediate impact when joining new teams. We also learned about APL's professional staff classifications matrix, which characterizes and distinguishes the Lab's five professional staff classifications. The matrix, in conjunction with regular coaching, was a useful grounding tool for assessing our career growth when working under multiple management chains throughout the program. We now recognize that every staff member is an individual and there is no one-size-fits-all management routine. This recognition has helped us better empathize with others and discern what will set us up for success in our careers. As we have taken on more leadership roles, our lessons learned have informed our coaching and development of staff members on our project teams and in our sections.

Jobin Kokkat (Cohort 2016): Getting a deeper perspective on how to approach career development as a staff member really helped me take ownership of my career. As an example, through my coaching discussions and

self-reflections, I realized I enjoyed the idea of developing staff and decided I wanted to pursue line manage