

Assessing Language Differences in How Employers and Student Interns Describe Competency Development (Leadership)



Objectives

To determine differences in leadership language based on

- Transformational vs Transactional leadership
- First time interns vs experienced interns
- High self-scoring vs low self-scoring

Preliminary Results

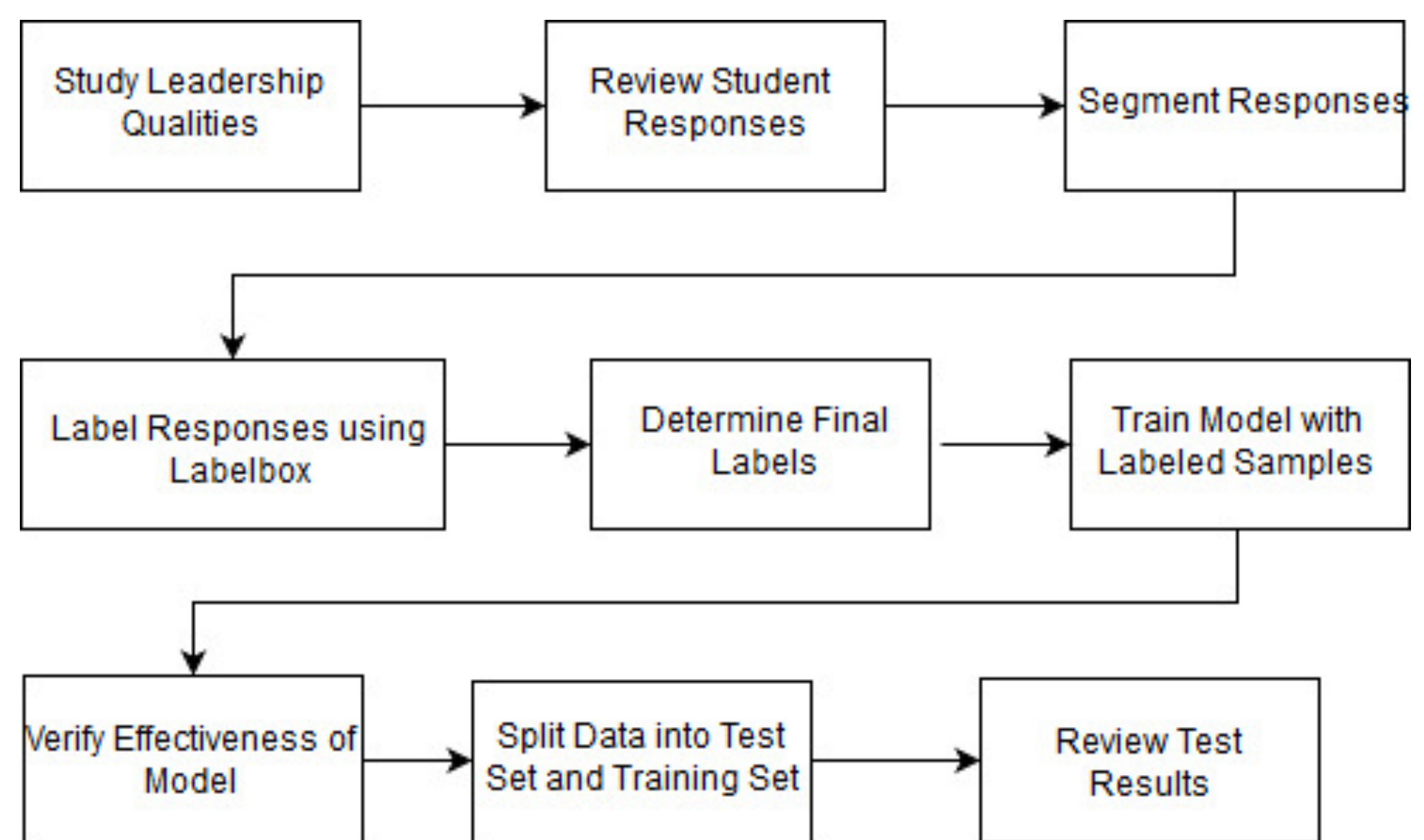
- Segmenting responses into individual sentences for labeling provides more data for the model and more accurate results
- Language used by mentors is noticeably different from that of interns, even at this early stage
- Early success with Natural Language Processing bodes well for examining more competencies

Future Plans

- Gather more data
- Quantify differences in language uses between test groups
- Evaluate other competencies
- Determine broader applicability of our model. Applications? Interviews? Career fields?

Methodology

- Conduct literature review
- Label questionnaire responses according to leadership language
- Train a Natural Language Processing AI using the labeled Data
- Determine Accuracy of our model, retrain as necessary



Clemson's Core Competencies

- Communication
- Collaboration
- Leadership
- Adaptability
- Analytical Skills
- Technology
- Self-Awareness
- Integrity & Ethics
- Brand

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