



**Improving Rural Interpreter Skills**

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# Module 5: Self-Analysis



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# Overview & Objectives

**Overview:** This module offers tools for participants to analyze their previously submitted work samples and professional development plans via self-reflection.

## Learning Outcomes and Objectives

**Upon Completion of this module participants will be able to:**

1. Review and examine six work sample submissions.
2. Compare and contrast work sample submissions.
3. Analyze previously submitted professional development plans.
4. Reflect on progress made in one's interpreting process and product.



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# Introduction

## Taking stock

You are the only true metric in having an honest assessment of where you were, where you are, and where you are going. It is not effective to compare yourself with others because each individual has their own unique professional development journey. Thus, IRIS is emphasizing the importance of giving yourself the space to reflect on your growth as an interpreter.

Your journey here in IRIS began with submitting three work samples that provided a snapshot of your work product, at that time. Since then you have received an analysis of your work product that was reviewed and discussed with your IRIS mentor. You engaged in both one-on-one and small-group mentoring over the course of nine months. You have navigated 17 modules of content that have undoubtedly impacted your interpreting process and resulting product.

More recently, you submitted three additional work samples of the same stimulus material as completed at the start of your IRIS experience. You also have received *another* set of analyses, that you will use in this module to reflect on how your work has shifted and identify new areas for further growth.



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# Self-Analysis vs. Self-Assessment

## What's the difference?

You may notice in this module that we have incorporated resources that use “self-assessment” instead of “self-analysis”. Often those phrases are used interchangeably but there is a key difference. The IRIS Project defines self-analysis as the process of reflecting on your own interpreting work over time. This is a continuous process. Self-assessment, on the other hand, typically takes a look at a snapshot of your interpreting work based on specific and assigned criteria.

Self-analysis requires more thought as one examines their own work in parts, rather than seen as a whole. Self-analysis is open-ended. You can create your own areas of focus when analyzing specific products of your interpreting work.



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# Why Self-Analysis?

## Why?

View these two videos to jumpstart your thinking about why self-assessment is a tool that is critical to your professional development. The tools of self-assessment can aid you in your self-analysis work in this module and for the rest of your career.

- [Why self-assessment is critical to your career](#)
- [Beginner Self-Assessment](#)

## How?

A Deaf interpreter, Joseph Featherstone, explains the value of doing self-assessment. In [this video](#) (watch up to 14:40), he discusses the following points:

- the relevance of always recording your own work to notice things that can support your growth,
- the importance of identifying your own behavioral tendencies when you interpret (i.e. scratching your face while interpreting), and
- the need for continuous reflection on your interpreting decisions.



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# Self-Analysis: Utilizing Tools

## Work Sample Analysis Rubric

Embedded in Canvas is the work sample analysis rubric you received before and after your journey in the CORE modules. This experience is designed as a pre- and post-analysis of the development of your interpreting work during your time in IRIS.

You will note that the embedded rubric is different than what you have previously received as it has the following additional details

- where you can locate the identifying category in the CORE modules
- further explanation of terms via linked videos

Please explore this version of the rubric as you complete your self-analysis throughout this module.



# Self-Analysis: Getting Started

## In preparation . . .

Whether this is your first or twenty-first time reviewing your own interpreting work, it likely feels nerve-wracking. That is *ok*.

The more opportunities we give ourselves to look at our **interpreting product**, greater the chance that we can improve our **interpreting process**.

When looking at your work samples remind yourself of the following:

- There *are* [non-judgmental](#) and [non-evaluative](#) ways we can look at our work.
- The IRIS work samples are just that, *samples* of what your work product is at that given time.
- Be gentle with yourself. Celebrate the areas where you have seen yourself grow and note the ways where you see opportunities for further development.







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# Self-Analysis: The Process, Part I

## How does this work? Steps 1-4

**Step 1: Go back** to the two Canvas courses where you submitted your work samples.

- (Pre) IRIS CORE Initiative Work Sample
- (Post) IRIS CORE Initiative Work Sample

Watch all six of your submissions (two sight translations, two monologic, and two dialogic). The order in which you watch things will be up to you. You may opt to watch all pre-IRIS CORE submissions, then all post-IRIS CORE submissions or you may prefer to watch it by category (i.e. both sight translations first, both dialogic second, and both monologic last). **Please note this will take up to 2 hours, plan accordingly.**

**Step 2:** In your journal **document** the things you are noticing, this could include:

- what in your interpreting changed and/or remained the same over time?
- why do you think you made different and/or the same decisions for both submissions?
- how does watching your work impact your thinking about interpreting?



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# Self-Analysis: The Process, Part II

## How does this work?

**Step 3:** Please **locate** your IRIS Project **Work Sample Analysis Rubrics**. These rubrics were sent to you by [irisproject@unco.edu](mailto:irisproject@unco.edu). If you can not locate the rubrics please email [irisproject@unco.edu](mailto:irisproject@unco.edu) to get another copy. Following the same work sample that you chose for external analysis during the (Post) IRIS CORE Initiative Work Sample, find the same (Pre) IRIS CORE Initiative Work Sample. Review both rubrics, side by side.

For example, if during your second submission of the work samples you chose the dialogic scenario as the submission to be reviewed, find the dialogic scenario rubric from your first submission. Focus on only that work sample.

**Review both work sample analyses. Look closely at what is different and similar between the two.** What did the review team notice about your work that you had not noticed before (i.e. saying “ya know” or doing a pinky finger extension)? What changed, if anything, between the two submissions (i.e. among the rubric categories of achieving to emerging)?


**Please note this may take approximately 1 hour, plan accordingly.**

# Self-Analysis: The Process, Part III

## How does this work?

**Step 4:** After reviewing your work sample analysis. In your journal **document** the things you are noticing, this could include:

- your overall impressions of the analysis and how they impact your work.
- how was your own review (steps 1 & 2) similar or different from the analysis provided (step 3)?

 **Pro-Tip:** As you continue your professional development, we encourage you to film and review your work as often as possible. In doing so, we recommend that you utilize the IRIS Project work sample analysis rubric to aid in your development.

# GoReact Discussion: Self-Reflection



**NOTE:** You have to log into Canvas to complete this assignment

After your self-analysis, respond to the following questions:

## **Original post directions:**

1. What differences and/or similarities do you see in your interpreting work product?
2. Why do you think these differences and/or similarities appear in your work?

## **Response post directions:**

Respond to the post of one of your colleagues by asking clarifying questions, seeking additional information, or expressing an idea that encourages critical thinking and moves the conversation forward.

# Revisiting Your Professional Development Plan

## Take a moment . . .

Let's revisit your previous thinking. Please go back to CORE Module 17: *Now What?* and review your responses to the *GoReact Discussion: Your professional development plan* assignment.

Internally reflect on the following questions:

- Is there anything that has changed for you since responding to those prompts?
  - If so, how can you incorporate those changes into this induction experience?
  - If not, how are you applying your thinking *then* to induction *now*?

# Beyond IRIS

As rural interpreters, our access to formalized interpreter education is limited. National-level professional interpreter conferences that share cutting-edge research and everchanging best practices are generally not hosted in rural localities. We often are at the mercy of piecemeal trainings that we attend when we are able and finances allow. Our attendance is often based on the availability of those opportunities, rather than intentionally on what skills we need in our interpreting practice when.

We are left to blaze our own trail doing the best we can with what we have. Here at IRIS you have created connections, and been given opportunities, resources, and education. Throughout this induction, you have started connecting with colleagues and deaf communities outside of IRIS in an effort to create sustainable relationships post-IRIS.

Being purposeful and intentional in how you devote your time (and money) in this profession is everything. Cultivate relationships that feed you. Select professional development that meets you where *you are* (the rest can wait). Lean into your IRIS colleagues for support and wisdom (they get it).

Everyone's roadmap looks different - how do you envision yours?

# GoReact Discussion: Professional Development Plan & Progress



**NOTE:** You have to log into Canvas to complete this assignment

After revisiting your professional development plan, respond to the following questions:

## **Original post directions:**

1. Give a brief (less than 2 minutes) synopsis of your previous professional development plan.
2. Given your experiences here in the IRIS induction, what shifts would you like to make to your professional development plans?
3. What further resources do you need to fulfill your professional development goals?

## **Response post directions:**

Respond to the post of one of your colleagues by asking clarifying questions, seeking additional information, or expressing an idea that encourages critical thinking and moves the conversation forward.





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