Portfolio is an expression of professional credibility

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"*The album contains the cake designs I have baked*",

"*I was treated by this Doctor, he is great*",

"*Her article is featured on Information Week*".

The common thread that ties them together is that they <u>seek to ascertain professional credibility of the person</u>. In IT industry our clients have exactly the same need and expectation from professionals.

Many industries like interior architecture and creative design professionals carry their portfolio to express their professional credibility which speaks about their uniqueness in this world. Creativity, synthesis, math logic, inter-disciplinary engagements, end user experiences and mission critical endeavors are a reality in the IT industry. We want to create a Software Engineer's Portfolio and make it the heart of our learning process. Introduce the concept of portfolio to our Campus graduates and let them express their professional credibility and uniqueness as then step into the professional world.

Portfolio should capture interesting work, capabilities, contributions, experiences, achievements, courses, hobbies, wishes and all that expresses the professional in us. Of course, one could argue that people have CV's / Resumes. But CV's are more like scores. It gives a one-dimensional view and don't tell us much about a person or in effect their <u>credibility</u>. But, what is this "credibility"? Credibility is how others perceive our skill. It is a receiver based construct. It is definitely not static and is not the result of a single event. It's neither the origin nor the destination; it's a continuous process. Every learner must carry a portfolio of her lifelong learning journey.
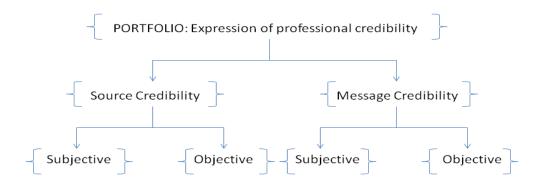
Studies on credibility tell us the following. Credibility refers to the <u>objective and subjective </u>components of the believability of a <u>source or message</u>. **Source** is the origin of information and it has certain credibility. For instance, when Mr. Ratan Tata spoke about his bold philanthropic retirement plans, people believed it. **Message credibility** is the believability of the individual message. For instance, when the date 21 December 2012 made rounds as doomsday, people took it with a pinch of salt.

There are two primary dimensions to credibility – **trustworthiness and expertise**. While, <u>trustworthiness</u> is the perceived goodness and morality of source, <u>expertise</u> is the perceived knowledge, skill and experience of the source.

We have outlined the sections of the portfolio based on these studies. A Campus Mind's portfolio should be composed of sections belonging to source and message credibility. Both source and message credibility will have subjective and objective components.

PORTFOLIO: Expression of professional credibility

- Source Credibility
  - Subjective
  - Objective
- Message Credibility
  - Subjective
  - Objective

The credibility quadrants below maps the components of a Campus Mind's Portfolio graduating from Mindtree Kalinga campus program (Orchard),

Source Credibility

o About Me
  > Description of Self with Goals and aspirations
  > Inspirations
o How I Organize the Portfolio
  > Structure, Uniqueness
o Testing Situations, Failures and Successes
  > Illustration of Strengths, Weaknesses

o Education Background
o Accomplishments and Certifications
o Mindtree Endorsement
o Peer Endorsement

Message Credibility

o Experiences
  > Photos, Blogs
  > Individual Responsibility and Contribution
o Project Evidence
  > Screenshots, Youtube, Metrics and measurement
o Situational Handling
  > Describe situations
  > Peer review

o Training Outline
o Project Descriptions
o Training Evaluation / Grade
o Skill Matrix
  > With relative rating
o Source Code Availability
  > github

Subjective   **Objective**

How should one capture the information and events to build it? One cannot work on a portfolio every day. However, one must integrate the essential and interesting aspects of every day work. A daily Dairy,

COLLABORATIVE SPIRIT   UNRELENTING DEDICATION   EXPERT THINKING

where an individual progress and experience is recorded can be very helpful. Progress capture is multimedia content - text, photos, videos and websites, artifacts and people references. In certain cases, systems will directly feed inputs to the daily dairy. Some information will be editable and some non-editable. To pick and choose information from daily diary will be a creative exercise for the Campus Mind. Mindtree will endorse information that is within the purview of the organization.

A portfolio has a different meaning for different people. We want the Portfolios reach our clients, industry peers, academia and the parents of every Campus Mind. For a Campus Mind, it provides an opportunity to self-express and get a third party viewpoint on the self-expression. Multiple sections of the portfolio showcase multiple facets of an individual. Managers can evaluate fitment into projects better when multiple views of a person are shared. Clients would get a collective view of Mindtree's expertise as engineers narrate their unique experiences demonstrating organizational values.

The purpose, components and process of creating a portfolio will be introduced to Campus Minds early on. Campus Minds start capturing their experiences in the daily diary from day one. At the end of every phase of the learning program, individuals will be required to submit their portfolios. This is calendared to impress upon the importance of maintaining a daily dairy. While guidelines will be made available for creating a portfolio, but not so much on the look and feel of it. We see every Portfolio as an opportunity for a person to express the creative self who can see the uniqueness in them and is bold enough to tell the world about it. First two weeks into the program a Campus Mind will be in a position to share her portfolio instantly and more importantly, with pride.

Welcome to possible

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