

*This **Guided Reflection on Work (GROW) Quick Reference Guide** aims to provide Student Employment Experience (SEE) supervisors with the information they need to host a successful GROW conversation.*

Goal of GROW*

GROW conversations should help the student employee connect the learning happening in their on-campus work to their academic coursework and their future careers, identify opportunities for future professional development and reflect upon their own skills and goals.

Prep Work

Start by scheduling a 30-minute meeting with your student employee. If you already meet with your student employee regularly, please feel free to utilize an already scheduled time for your GROW conversations.

Next, you will share the link to the Student Employment Experience Learning Assessment (SEELA) go.osu.edu/seela. Instruct your student employees to take the assessment; the SEELA typically takes 15-20 minutes to complete and can be done any time before your scheduled GROW conversation. Don't forget to instruct your student employee to forward a copy of their results to your email.

Finally, review any guides or resources prior to hosting the conversations. You may also send a list of questions to your student employees to ponder prior to your conversation to allow them time to reflect.

Starting Out

Check in and review any goals that your student employee has set for themselves, or goals/expectations that you have set for them. Then begin your GROW conversation by asking guided questions.

Guided Question Examples

What skills are you using well?

What skills do you think you could use more effectively?

What type of career growth is most important to you?

How are you using the skills that you are learning in this role in your studies?

How would you describe this job on your resume?

Do you need any help with this task?

What can I help you with before our next GROW conversation?

If you would like more competency-directed questions, please refer to the SEELA Facilitators Guide.

GROW Tracker

When your GROW conversations have finished, remember to complete the GROW Tracker at go.osu.edu/seegrowtracker.

Questions?

Contact us at see@osu.edu

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Date:

Student:

Major:

Career Goals:

Skill Goals:

Notes:

