

Cultivating Community Guide

OSU Guided Reflection On Work (GROW) conversations are brief, intentional conversations between a student employee and their supervisor aimed at helping the student employee make a specific type of learning connection. Below are examples of questions you can ask, or you can use these examples to help you formulate your own job specific questions. For additional information about GROW conversations, visit see.osu.edu/supervisors/osu-grow.

Question One

Purpose: To encourage the student to make connections between work and their classes.

Examples:

Where do you see overlap between what you are learning here and what you are learning in your classes?

What ideas from your classes could you apply at work?

Question Two

Purpose: To encourage the student to make connections between work and their career aspirations.

Examples:

If you were asked in an interview how your experience here could benefit your future employer, what would you say?

In your future career as a _____, what are some things you've learned here that could be useful to you?

Question Three — Belonging & Inclusion

Purpose: To encourage the student to play an active role in supporting an inclusive community where all can thrive.

Examples:

How has this job challenged you to be flexible and keep an open mind to new ways of thinking?

What has this job taught you about your own identity and working with people from different backgrounds? How has it changed your communication style and your perspective on the idea of "community"?

Question Four — Teamwork

Purpose: To encourage the student to actively listen, effectively manage conflict, and collaborate with others to achieve common goals.

Examples:

How important is teamwork to your success in this role?

What skills and strengths do you bring to our team? In what areas can you improve to become a better team member?

Incorporating SEELA in your GROW Introduction or Conclusion

The SEE Learning Assessment prompts student employees to reflect on the learning competencies through the lens of their employment prior to having their GROW conversation.

Purpose: To encourage the student to make connections between their beliefs and practice related to the learning competencies.

Examples:

What stood out to you about your SEELA results?

How can you practice [learning competency] at work this semester?

How can I support your [learning competency] development?

Tell me about a time you demonstrated good [learning competency] at work this semester.

**Note: Select the learning competency for this question based on the student's results (notably low or high scoring, or the competency with the largest gap between their belief and practice score).*

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