The Ohio State University
GROW
GUIDED REFLECTION ON WORK

Embrace Self-Discovery 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 — Professionalism

Purpose: To encourage the student to learn the value of effective work habits and the importance of acting in the interest of the larger workplace or community in order to achieve maximum productivity and accomplish a shared goal.

Examples:

What does professionalism look like to you? How has this job changed your definition of professionalism?

Tell me about a time you disagreed with a coworker and how you resolved the conflict.

Question Four — Leadership

Purpose: To encourage the student to recognize the elements of an effective leader within themselves, while building mutual trust.

Examples:

In your opinion, what makes a great leader?

If you were leading a team, how would you motivate them?

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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