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— Digital Wellness

Purpose: To encourage the student to learn how to leverage technologies, while being mindful of the impact of their virtual presence and taking steps to create sustainable habits that support their values, goals, community and safety.

Examples:

Tell me about a time where technology helped you solve a problem.

Do you feel different when using technology for school/work, and for personal use?

Question Four — Career Wellness & Self-Development

Purpose: To encourage the student to find meaningful ways to utilize their own strengths in both their academic and professional careers, identify areas of improvement and navigate critical skills.

Examples:

What skills do you want to use in your future career?
What personal qualities do you view as your strengths?

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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