

Additional Elon GROW Questions

What is this? Additional questions from IOWA GROW to extend and deepen conversation

Based on Elon GROW feedback we have created additional questions that supervisors may use in subsequent conversations. These additional questions are for:

- Student employees who are beyond their first year of employment in your department
- Student employees with whom you have had more than two Iowa GROW® conversations
- Student employees in their junior or senior(+) years

NOTE: The four core Elon GROW questions should be asked in every work-academic connection conversation. Any other questions that you may ask should be asked in addition to the four core questions. The four core questions are essential to Elon GROW and will be assessed at the end of the academic year.

- How is this job fitting in with your academics?
- What are you learning here that's helping you in school?
- What are you learning in class that you can apply here at work?
- Can you give me a couple of examples of things you've learned here that you think you'll use in your chosen profession?

Employment and Leadership Competencies: Outcomes of student employment and key leadership competencies are aligned. Questions below highlight key leadership competencies.

- What have you learned here [in this job] about working with diverse populations [or any other employment outcome] that you think might be helpful in your academic courses?
- What have you learned from your studies and classes so far about working with diverse populations that you find helpful in this job?
- When have you used conflict negotiation skills [or any other employment outcome] at work and in class?
- What have you learned about communicating effectively with your supervisor that also is effective with faculty?
- What types of problems have you solved at work and how will you use that in your courses?
[Note: supervisors may need to provide examples or prompts as this question is general]
- How has working as a team member here at work helped you with group projects in your classes?

Learning about oneself from employment:

- Think of one of your Top 5 Strengths - how do you see this strength helping you at work? In classes?
- When you think about your classes, what types of academic tasks do you enjoy most? How about here at work, what types of tasks do you enjoy most?
- How do you think your Strengths tie into the types of tasks you enjoy most?
- How has working here helped you with group projects?
- What are your strengths and how have you used them at work and in class?
- Are there aspects of this job that have helped you discover things you might want (or not want) in a career?

Preparing for the world of full-time employment:

- What is one thing you've learned here about workplace culture and expectations that you think will help you in a full-time position?