ADDITIONAL IOWA GROW® QUESTIONS

WHAT IS THIS? We have created additional questions supervisors can use to deepen subsequent Iowa GROW® conversations.

Based on Iowa 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 Iowa 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 Iowa 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 Competencies: Outcomes of student employment and key competencies are aligned. Questions below highlight key competencies.

- What have you learned here [in this job] about working with individuals from a variety of backgrounds [or any other employment outcome] that you think might be helpful in your academic courses? (Competency: Other Perspectives)
- When have you used conflict negotiation skills [or any other employment outcome] at work and in class? (Competency: Conflict Negotiation)
- What have you learned about communicating effectively with your supervisor that also is effective with faculty? (Competency: Verbal Communication; Writing; Appropriate Interaction)
- 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] (Competency: Problem Solving)
- How has working as a team member here at work helped you with group projects in your classes? (Competency: Collaboration; Productive Relationships)

Learning about oneself from employment:

- Think of your strengths – how do you see this strength helping you at work? In classes? (Competency: Self-Understanding; Self-Development)
- 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? (Competency: Self-Understanding)
- How do you think your strengths tie into the types of tasks you enjoy most?
- How has working here helped you with group projects? (Competency: Group Development; Productive Relationships; Collaboration)
- What are your strengths and how have you used them at work and in class? (Competency: Self-Understanding)
- Are there aspects of this job that have helped you discover things you might want (or not want) in a career? (Competency: Self-Understanding)

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? (Competency: Productive Relationships; Appropriate Interaction)

For questions or for more information, contact the Office of the Vice President for Student Life at 319-335-3557.

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