

IOWA GROW® DURING COVID-19

WHAT IS THIS? This document outlines additional questions for supervisors as they have conversations during COVID-19.

We understand that the student employee experience has changed drastically due to COVID-19. While we might not be working with our students in person, continuing our connections with them is essential to creating a caring environment during this difficult time. Iowa GROW conversations are a great way to continue to connect with our student employees. Here are some additional questions to tailor your conversation to what student employees are currently experiencing.

1. What have you learned about yourself in this time of uncertainty? How has this affected your academics and work?
2. What have you noticed about yourself in the virtual learning context? How does this learning apply to your work setting?
3. How have you connected with others virtually? How could these strategies apply to your work now or in the

Below are some tips as you are having this conversation with student employees:

- With fewer prompts in our everyday lives to stay motivated and on task, such as going physically to class or work, students are learning and honing skills associated with time management and being accountable to themselves.
- In the virtual learning setting students need to create regular study space and time, eliminate distractions, practice new learning techniques, and actively participate in class. This learning can be applied to work now and in the future. It will be important for students to designate a workspace, outline a schedule, create structure, and regularly communicate with colleagues and supervisors now and in the future.
- With little in person connection students want to feel seen. Conversations, like Iowa GROW, provide an opportunity to genuinely connect. There are many ways to stay connected other than Zoom. Slack, GroupMe, and Discord are also great options. In fact, you may have an opportunity to learn a new technology from your student employees!

Thanks for all you are doing to support your student employees during this difficult time!