Additional Trine GROW® Questions

**WHAT IS THIS? We have created additional questions supervisors can use to deepen subsequent Trine GROW® conversations. This document is a template for note-taking. *Send a copy to the career center after your meetings.***

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 Trine GROW® conversations
* Student employees in their junior or senior years

Note: The four-core Trine 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 Trine GROW® and will be assessed at the end of the academic year.

* How does this job fit 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’ve learned here that you think you will use in your chosen profession?

Employment Competencies: Outcomes of student employment and key competencies are aligned. The questions below highlight key 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? (Competency: Valuing Other Prospectives)
* What have you learned about creating an inclusive environment at work, and how will that be important in your future career? (Competency: Inclusion)
* 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 them in your courses? [Note: supervisors may need to provide examples or prompts as this question is general] (Competency: Problem Solving)
* How did working as a team member here at work help you with group projects in your classes? (Competency: Collaboration; Productive Relationships)

Learning about oneself from Employment:

* Think about 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?
* 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)
* 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 work 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 more information, please contact Career Services.

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