Additional Questions for IOWA GROW®

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?

Additional Questions

Skills we want employees to learn:

- 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 resolution 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:

- 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?