



## ADDITIONAL Crafton GROW QUESTIONS

### WHAT IS THIS?

We have created additional questions supervisors can use to deepen subsequent Crafton GROW conversations.

Based on Crafton 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 Crafton GROW conversations

NOTE: The four core Crafton 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 Crafton 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 diverse populations [or any other employment outcome] that you think might be helpful in your academic courses? (Competency: Valuing Other Perspectives)
- 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 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?
- 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?
- 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)