

# Additional GROW Follow-Up Questions

## What is this?

We have created additional questions supervisors can use to deepen subsequent STAMP GROW conversations beyond the first semester.

Additional questions for the STAMP GROW program are intended for:

- Student employees who are beyond their first year of employment in your department;
- Student employees with whom you have had more than two STAMP GROW conversations; and
- Student employees who need prompting for additional information.

**NOTE:** The four core STAMP GROW questions should be asked in every work-academic connection conversation. Any other questions you may ask should be asked in addition to the four core questions. The four core questions are essential to STAMP 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?
- Give me a couple of examples of things you've learned here that you think you'll use in your future profession.

**Employment and Leadership Competencies:** Learning outcomes of student employment and key leadership competencies are aligned. The questions below highlight key leadership competencies.

- What have you learned here about working with diverse populations that you think might be helpful in your academic courses? *(Student Leadership Competency: Valuing Other Perspectives)*
- 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 negotiation skills at work and in class? *(Student Leadership Competency: Conflict Negotiation)*
- What have you learned about communicating effectively with your supervisor that is also effective when communicating with faculty? *(Student Leadership Competency: Verbal Communication; Writing; Appropriate Interaction)*
- What types of problems have you solved at work and how will you use problem solving in your courses? [Note: supervisors may need to provide examples or prompts as this question is general] *(Student Leadership Competency: Problem Solving)*
- How has working as a team member here at work helped you with group projects in your classes? *(Student Leadership Competency: Collaboration; Productive Relationships)*

**Learning About Oneself From Employment (Self-Awareness):**

- Think of one of your top 3 strengths (identified in the "Learning Outcomes Self Assessment" handout)—how do you see this strength helping you at work? In classes? *(Student Leadership Competency: Self-Understanding; Self-Development)*
- When you think about your classes, what types of academic tasks do you enjoy most? Here at work, what types of tasks do you enjoy most? How do these align with your career aspirations?
- How do you think your strengths tie into the types of tasks you enjoy most?

# Additional Questions Based on Academic Year

## What is this?

We have created these additional questions based on the academic year of your student employee to ensure they understand the importance of connecting their work, their academics, and their career goals. These questions should help supervisors check in on their students' academic experience.

### Questions to ask First Year Students:

- How does the content and workload of your classes compare with your high school classes? How has your transition to college been thus far?
- What types of activities are you getting involved in outside of your classes?
- How are you balancing your academics and your social life?
- Did your midterm grades match your expectations? Why or why not?
- How do you feel about your first year in college? In what ways were your expectations met? What surprised you?
- Have you been thinking about a possible major? How have you explored your interest in this subject?

### Questions to ask Second/Third Year Students:

- Are there things you hoped would happen academically for you last year that didn't? Examples might be finding a new interest, conducting research, learning an instrument or a language, or developing time management skills. Do you have ideas about ways to get closer to those goals this year?
- What would you like to have go differently from last year in your life outside the classroom? Is there advice you'd like to have as you make those changes? Do you know who to ask?
- How have you challenged yourself, your ideals, your philosophies, your concept of life, or the way you live? How will this translate into the workplace?
- How are you preparing for your future career?

### Questions to ask Fourth Year Students (or those preparing for 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? *(Student Leadership Competency: Productive Relationships; Appropriate Interaction)*
- 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? *(Student Leadership Competency: Self-Understanding)*
- What have the people you encountered at UMD taught you about yourself, your future career, and about the world?

Working as a student employee at STAMP has been **one of the most meaningful and impactful experiences** that I have had in my undergraduate career at UMD. It has opened doors to connect me with students and professional staff. **I have excelled as a leader,** met unforgettable individuals, and left a positive impact on the lives of many [other] students.

—Hassanatu Savage,  
SORC Accounts Associate