Trine GROW® Quick Start Guide

Most supervisors regularly chat with their student employees. But, we realize not every supervisor feels comfortable having Trine GROW® conversations that focus on what students are learning on the job and in class. This QuickStart guide is meant to help supervisors who:

* Desire more structure for the Trine GROW® conversation
* Don’t feel comfortable yet with the four main Trine GROW® questions
* Work in a high production unit such as dining services, where making time for the conversations may be more difficult.

Students learn a lot from working on campus. They learn to cook, clean, and provide customer service. But they also learn how to manage time, work as part of a team, and how to handle the disagreements or unhappy customers. We call these transferable skills because they transfer from one place (work) to other places (classes, student organizations).

Trine GROW® helps students get important practice in talking about what they are learning in their campus job. We want them to think about transferable skills and how those might help them in other parts of their lives.

Your role as a supervisor for the Trine GROW® conversation is pretty simple- you get to listen and support what your students are learning, and if you have ideas of what you think they are getting out of work that they don’t think of, throw those in the conversation.

Student employees spend a lot of time in the workplace. Your role as a student supervisor means you can be a great support to the student. Trine GROW® conversations are just another way for you to show that support.

As a start, try choosing one of these three skills to focus on for your conversation:

* Time management
* Working as part of a team
* Communication
* Some of the other skills are career & self-development, critical thinking, equity & inclusion, leadership, professionalism, technology

Then, ask these three questions:

* What have you learned about [time management/ working as part of a team/ communication] through your job here?
* How do you think what you have learned about [time management/ working as part of a team/ communication] can help you in your classes?
* How do you think what you have learned about [time management/ working as part of a team/ communication] can help you once you finish college and start working full-time?

After some time and practice, you will be more comfortable asking the general Trine GROW® questions, and that’s great! By having these conversations, you are showing your students that you want them to learn. Thank you for all you do to support our students!

For questions or more information, please contact Career Services.

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