

GROW report preparation questions

Start interview

Looking ahead

Results and development

Discuss your goals and commitments for the coming year.

Discuss with your supervisor what goals you want to work on within your team/department/institute.

What does this mean for your role in the team (/ group in which you work most)?

What do you want to develop in the coming year? For example, certain knowledge, competencies and/or skills.

Which talents and leadership competencies are important for your role and which would you like to use more often or develop further? Also look at the cooperation with others.

Take a look at the Golden Rules for PhD Supervision, what do you want to develop further in the coming period?

Wellbeing

How is your work-life balance? Would you like to change anything in this?

How do you experience the workload over the past 3 months? (1= too low, 10= much too high)

What are the characteristics of a day when you come home completely exhausted?

What are the characteristics of a work day that energizes you?

What do you need to do your work even better?

Do you feel that you can express yourself freely within your team and the organization? When do you? When not?

In this document you will find some reflection questions you can use to prepare your GROW report. Not every question has to be applicable to your position.



Universiteit
Leiden



GROW report preparation questions

Yearly interview

Looking back

Research: results & reflection

Reflect on the course of the PhD research using the agreements from the OBP.

Teaching: results & reflection

If applicable, describe your educational results of the past period, e.g. educational implementation (e.g. teaching, image from educational evaluations, supervision of theses) and educational development; If relevant to the position: also include the social, scientific and/or methodical impact.

How did you experience your teaching duties during the past year?

PhD program

Reflect on the courses taken from the training program for PhD students (in accordance with the agreements in the Training and Supervision Plan (T&S)).

Reflection on personal development

What have you learned in the past year? For example, certain knowledge, competencies and/or skills.

What are you proud of?

What did you take away from any feedback you received?

What are your talents? Looking at the leadership competencies, where is your strength?

Looking at the Golden Rules for PhD Supervision, what is already going well? What is more difficult?

N.B. If you are in the first year of your PhD program, you can also use the feedback from the evaluation of the go/no go moment

Reflection on collaboration & your team contribution

How is the cooperation with your team (e.g. direct colleagues and manager)?

How is the supervision of your PhD trajectory going? Reflect on the agreements made in your Training and Supervision Plan (OBP) and the Golden Rules for PhD supervision.

What would you like to continue or change in relation to the above?

Looking at your talents and leadership competencies, how do you use them in collaboration with others?

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