

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 the 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

Wellbeing

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

How do you experience the work pressure 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.



GROW report preparation questions

Yearly interview

Looking back

Teaching: results & reflection

Describe your educational results of the past period. Think here, for example, of educational implementation (including teaching, image from educational evaluations, supervision of

theses) and educational development; If relevant to the position: include social, scientific and/or methodical impact. How did you experience your teaching duties in the past year?

Research: results & reflection

Reflect for example on the structure of your own research line and/or your contribution to a research group, (international) publications, acquisition of research grants, supervision of PhD students and other research output. If relevant to the position: include social, scientific and/or methodical impact.

Organisation, Management and Consultancy: results & reflection

Reflect here on your contribution to the organization, such as membership in committees or boards, leading staff or (project) teams, chairing or coordinating an educational program, work within the program, institute or faculty, and other ways of contributing to the organization and your field.

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 feedback (if any) you collected?

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

Reflection on collaboration & your team contribution

Describe what role you played within the context in which you work most often. This could be a course, a research project, a support department, or another context. Discuss with your supervisor who you see as your team to answer this question.

How is collaboration with your colleagues (including team, project or external partners)?

How does your supervisor provide guidance?

With respect to the above, what would you like to continue or change?

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

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