



Roundtable Discussion

Engagement

1. Share an inspiring experience or tale of progress about a student associate or what do you find most rewarding?
2. What is your favorite part about working with the students? What are the challenges you've had to overcome?
3. What is different about working with a student associate versus a new, adult entry-level employee?
4. What are your tips for effective communication and building positive relationships with students?
5. How do you give feedback to your students? Is it different than how you'd give feedback to an adult?
6. What do you see as your role as you work with student associates during these formative years of their lives?
7. What strategies do you use to keep your student associates motivated throughout the day?
8. What do you wish you had known or implemented during your first year with the program that you know or implement now?
9. How have your student associates or CWSP as a program surprised you?

Skill-Building

10. What do your student associates actually DO?
 - a. Has their job description evolved?
 - b. Have you added or removed tasks from student associate job descriptions compared to what they've done in the past?
 - c. Have you capitalized on a student associate's skills or interests in order to shape their responsibilities?
 - d. How are you building new skills to challenge your student associate?
 - e. What technical skills or computer applications do your student associates use?
11. What routines do/will you assign to student associates - are these documented in a checklist? Do/Will you check in with students at the start and/or end of their day (*strongly encouraged*)?

Belonging

12. How did you welcome your student associate team into your office/department/company? Veterans, have you changed anything since your first year?
13. How do you acknowledge student associate accomplishments?
14. How do you ensure student workers feel connected to your team/department?
15. How have your colleagues reacted to the presence of student associates in the office? Has/Will the presence of student associates affect your office culture?

Anyone at the table you'd like to keep in touch with to get more info/share ideas? Don't forget to get their name/company or a business card.