**Sample Intentional Conversation Starters:**

**These are sample questions to consider when starting intentional conversations with your student employees to help them understand how their job can provide them with skills relevant to their future goals. These conversations can be informal, formal or in groups.**

What are you majoring in?

Do you know what you want to do with that degree?

Do you have a plan in place to get there?

What skills are needed for your intended career?

What are some of the critical skills you are developing in your current on-campus position?

What are you learning in your classes that might apply to your job here on campus?

How do they relate to your intended career path?

Can you give me a couple of examples of things you are learning here at work that you will be using in your future career?

What skills and experiences would you like to gain to make your more marketable to future employers?

What knowledge/skills do you feel you need further improvement in order to help you succeed in your academics and/or future career?

What next steps might you take to enhance your skills needing improvement?

How can I help? (taking on additional responsibilities, recommending professional development workshops etc…)

What additional ways do you think being a student employee on campus has positively impacted your experience at Boise State?

How is this position contributing to other forms of involvement?

**Offer suggestions to your student employees of possible professional development opportunities on campus that might be relevant.**