

Corporate Work Study Program



How Do I Get My Student Associates to Talk to Me?

| Consider | Do | Don't |
|--|--|--|
| <p>Many students come from families where someone else (p/g, older sibling) has done all of the conversational 'heavy-lifting' for them up until this point. YOU might be the first person they really have to play 'conversational catch' with.</p> <p>Imposter syndrome. If it's unfamiliar to you, search it up. It's very real. How can you continue to help your student feel like they are welcomed, they belong and their efforts are enough!</p> <p>Can you introduce other colleagues into the mix? Get feedback on if the student was any more comfortable w/ someone else. What worked? What didn't?</p> <p>Use CWSP assignments to break the ice: About Me, informational interviews, etc.</p> <p>Communicate to build trust. Instead of hovering teach a new task, watch them do a few examples, then set a time limit for them to work after which you'll review/give feedback. Then walk away!</p> | <p>Talk about yourself, especially at first. Students are curious about you but don't know what to ask. Give them some content. Don't ask them to share anything you haven't already share about you.</p> <p>How can you decrease the pressure to say the right thing? Shake up the eyeball to eyeball dynamic. Walk and talk with them. Send them conversation questions ahead of time so they aren't so on-the-spot.</p> <p>Students know how assignments work. They do not always know how professional conversations work. Operationalize the convo: assign the student the icebreaker question research or tell them you are expecting them to bring X questions to the meeting.</p> | <p>Be fake. They can smell you from a mile away.</p> <p>Get frustrated. You're playing the long game. If you're still doing 90% of the talking 2mos in, reach out to your RM for help.</p> <p>Invite them to meetings without telling them their role. Will they talk? Will they take notes? Will someone ask them questions? Shadowing is great, but TELL THEM that's the goal or they will feel ignored and awkward.</p> <p>Let them get away with bad conversational habits: camera off, spinning in the spinny chair, etc. You can enforce good habits while still meeting them where they are at conversationally.</p> <p>It's not what you say, it's how you say it. "Would you prefer to eat lunch on your own today & take a break from us?" vs. "Do I have to stay with you during lunch?"</p> |

Stay warm and welcoming no matter what! It goes a long way!