APPRECIATIVE ADVISING – THE DESIGN PHASE
Recap

- **Disarm** – Recognizing the importance of first impressions & understanding the need to create a safe, welcoming environment for students
- **Discover** – Utilizing positive, open-ended questions to draw out students’ interests, strengths & passions. Listening before asking the next question
- **Dream** – Helping students formulate their vision of what they could become & assisting them in developing life and career goals
“Start where you are. Use what you have. Do what you can.”
– Arthur Ashe
“You see things; and you say, ‘Why?’ But I dream things that never were; and I say, ‘Why not?’”
– George Bernard Shaw
Design Phase

- By definition, “To prepare the preliminary sketch or the plans for (a work to be executed)”
- Helping students devise concrete, achievable goals
What is Design?

- Engaging students in making decisions by co-creating a plan to make a dream possible while maintaining an environment that helps them feel confident in attaining that dream
- Moving dreams from possible to probable
- Making students’ dreams reality by planning a series of small steps, as opposed to a large leap
- Supporting & helping students by showing them that striving towards a dream leads to a sense of accomplishment, pride & change regardless of the outcome – which may not be the original dream
- Providing students tools and confidence to make decisions and create their path
Helping Students Design

https://www.youtube.com/watch?v=jwziXSeabd4
RED LIGHT, YELLOW LIGHT, GREEN LIGHT ACTIVITY
Are we teaching students how to make decisions?

- What do we think about their decisions?
- How do we convey our opinions in a positive way?
- How do we direct students to make better decisions?
- Making decisions is not always a natural skill everyone possesses – especially when it comes to big decisions
Potential Questions

■ What can you do today to bring you one step closer to realizing your goals?
■ What are some things you can get involved in now?
■ What challenges do you think you will face?
■ What skills do you need to develop?
Provide positive feedback and encouragement

- We don’t want to be dream killers, but we do have to interject reality.
- For the Design phase, we want to encourage students to develop paths and/or alternative paths on their own
- Let them be their decision makers – they have to live with the decisions made, after all
- BE POSITIVE – students appreciate your confidence in their ability to make/execute their decisions
QUICK MINUTE ACTIVITY
Be aware of the “Curse of Knowledge”

- Explain technical information in easy to understand language
- Avoid confusing acronyms
  - *If your advisee doesn’t understand what you are saying, you won’t get very far*
Make Appropriate and Effective Referrals

- Referrals promote student success and connection
- We are an advising community & we support the efforts of each other; thus, our students should benefit from our relationships
PRESIDENTIAL CABINET
HANDOUT
BEST PRACTICES