



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

