

Advising Professional Development Workshop

The Teaching & Learning Center
Center of Advising

Transformers: Advisors to Mentors

Transforming your advisees

Types of Advising

- Prescriptive Advising – a directive and authoritarian approach
- Developmental Advising – foundation is in deficit remediation
- Strength-Based Advising – identify and build on student's talents



Philosophy of Developmental Advising

- Needs assessment
- Deficit remediation
- Problem solving

The advising session consists of probing questions that highlight the student's shortcomings and inadequacies.



Philosophy of Strengths-Based Advising

Based on student's talents that they bring with them.

Advisors help students discover and explore their strengths.

Advising session consists of probing questions about strengths, talents and abilities

Needs-Based vs. Strengths-Based

Needs-Based

advising is

focusing on the
student that is not
there

Strengths-Based

advising is

focusing on the
student that is
there



Strengths-Based Advising

- Students feel understood
- Experience higher motivation levels
- Higher satisfaction with the advising experience
- More engaged



Advisors Role

- Assessing strengths
- Mirroring strengths
- Orchestrating opportunities to build strengths
- Affirming and celebrating progress



What are strengths?

Strengths are the attributes that enable a person to do specific things well.



Strengths

Include:

- 1) Skills
- 2) Abilities
- 3) Gifts
- 4) Beliefs
- 5) Habits
- 6) Knowledge
- 7) Curiosity

Identifying Talents

Ask about recent high school experiences:

- What did they learn with the greatest ease?
- What did their teachers compliment them about the most often?
- What was their favorite class?
- What subjects did they enjoy studying the most?



Strengths-Based Approach

- Promotes excellence
- Uses student strengths and talents
- Motivation is key to achievement
- Excellence occurs only if student invest time and energy
- Organized and proactive approach
- Specific strategies and interview methods
- Specific activities and exercises



Rationale

Excellence is process of excelling to higher levels of achievement and performing at the highest level.

Example

Kenny is an all-star basketball player that has come to see his advisor because he is having trouble in his statistics class.

- He studies with a study group that includes people who get A's
- He comes to class and tries to pay attention
- Works the formulas step-by-step

Advisor's Role in Example

- What makes Kenny a success on basketball team?
 - “He sees the floor” – sees the big picture
 - Focuses on the game – ignores the crowd
- Does he wait for the night before the big game to practice?

Advisor's Advise

- Study for exams daily
- He needs to see the “big picture” in statistics
- Pick a study group with his learning style
- Ask the professor “WHY” a particular statistical test was chosen

His strengths in basketball could be applied to learning in many ways