

# DISCOVER

Uncover student stories through positive open-ended questions that may draw out information about their interests and strengths.

Invite students to tell their stories in more depth

Advisors learn more about students strengths, skills, passions and accomplishments.

\*Three important features in the discover phase is:

Building trust, identifying strengths, and creating a productive environment.

# Effective Open-Ended Questioning

- Describe a peak experience when you felt really good about yourself or your accomplishments.
- Who are your two biggest role models? Why are they role models to you and what do you hope to emulate?
- Take written notes as student share their experiences to help reconstruct student narratives and highlight their strengths and assets.

# Attending Behavior and Active Listening

- It's important to affirm, rephrase and summarize student stories by actively listening. Acknowledge that you are listening to and understood their intended meaning.
- Ex: Notice student talk fast and freely, exhibit open body language
- Advisors pay attention to their own body language, keeping it open and inviting by leaning forward in your chair, smiling, and nodding.

Visual-eye contact, vocal qualities-your tone and the rate of speech, verbal tracking-sticking to the subject.

# Strengths-Based Story Reconstruction

- Helps students discover the abilities displayed in their previous experiences.
- 4 stages in the narrative model as story, positive asset, re-story and action.
- Advisors listen for positive assets and strengths that they demonstrate and bring them to advisee attention, students do not always recognize their own strengths.
- Advisor can add empathy such that they offer new perspectives and facilitate a strength-based, prospective student view of their own stories. Reinforce and reiterate student positive assets.