

Discussion Questions

Discuss among your group and be prepared to share

Key Feature #1: Warm Welcome

1. Why is Disarm necessary when working with students?
 - *Deflates the Situation*
 - *First impressions are important*
 - *Be warm, inviting, welcoming to students*
 - *Disarming helps make it comfortable for the student to talk to you*

Key Feature #2: Safe and Comfortable Environment

2. What items in the office help welcome students, start conversations, or tell a story about the advisor?
 - *Items (e.g., bobble heads, pictures) in your office help serve as discussion pieces with students*
 - *Pictures or awards tell about who you are...A mix of items is helpful to relate to a wide range of people, don't have all one things (E.g., all sports-related items)*

Key Feature #3: Appropriate Self-Disclosure

3. What constitutes appropriate self-disclosure?
 - *Share information about yourself when it is relevant to the situation or discussion you are having with the student*
 - *Refrain from sharing controversial information or statements (e.g., politics, religion)*

Key Feature #4: Appropriate Nonverbal and Verbal Immediacy Behavior

4. What behaviors indicate that someone is interested or uncomfortable?
 - *Eye contact and non-verbal queues*
 - *If you need to work on something for the student while they are at your desk, communicate with them about what you are doing or carry on a conversation while you are doing it, rather than letting them sit in silence while you work on it. This may be awkward for the student. Also do this while on the phone with students.*

Personal Reflection Questions

- What areas of the DISARM phase do I do well?

- What could I improve upon within the DISARM phase?

One Thing to Implement

- What could you change in your office or how you first interact with students that would help you within the DISARM phase? **Be ready to share at the next meeting!**