



# Disarming Students

The key components of the Disarm phase in the following outline are to help guide advisors when creating a welcoming environment for students. *(Key components are taken from the Appreciative Advising Revolution—see reference on back of brochure).*

## Key component #1:

### **Have a Warm Welcome**

- ◆ Greet students with a smile.
- ◆ Shake a hand if offered.
- ◆ Use student's first name.
- ◆ Give students your full attention.
- ◆ Give students feedback and ask for feedback.



## Key component #2:

### **Create a Safe, Comfortable Environment**

- ◆ Eliminate any distractions.
- ◆ Turn off cell phones/computer noise.
- ◆ Remove clutter.
- ◆ Keep work area clean.
- ◆ Sit where the advisee sits and see the view from their perspective.
- ◆ Using soothing color schemes in décor choice.

## Key component #3

### **Appropriate self-disclosure**

- ◆ Decorate your office to showcase some of your interests.
- ◆ Utilize bulletin boards, pictures, etc.
- ◆ Be mindful of what artifacts are displayed and the messages they could convey to students.

## Key component #4

### **Appropriate nonverbal behavior**

- ◆ Smile.
- ◆ Actively engage in the conversation.
- ◆ Use a positive, upbeat voice.
- ◆ Sit with your arms uncrossed.
- ◆ Maintain eye contact.



Advisors are encouraged to engage in self reflection of their own practices and principles that guide their advising style. Some reflection questions that advisors can ask themselves include:

- ◆ What brought me into the advising field?
- ◆ When specifically have I felt especially fulfilled as an advisor?
- ◆ What aspects of advising do I enjoy the most?
- ◆ With what type of student am I most comfortable working? Why do I feel comfortable with this type of student?
- ◆ What traits are good for advisors to have?