

APPRECIATIVE ADVISING

DESIGN PHASE

December 22, 2017

- ▶ Design: To prepare the preliminary sketch or the plans for (a work to be executed). To have as a goal or purpose; intend.

www.dictionary.com

- ▶ Plan: Concrete, Incremental, Achievable Goals; Self-Authored (by student)
- ▶ Moving dreams from the possible into the probable

THE DESIGN PHASE



- ▶ Teach Students to Make Decisions
- ▶ Give Positive Feedback and Encouragement
- ▶ Be Aware of the Curse of Knowledge
- ▶ Make Effective Referrals

DESIGN PHASE FEATURES

- ▶ Brainstorm Options
- ▶ Discuss Pros and Cons of Each Option
- ▶ Encourage Student to Research Options

HOW TO MAKE DECISIONS

- ▶ What are examples of such feedback?
- ▶ Articulate times of growth are not wasted
- ▶ Unmet goals do not mean failure
- ▶ Discussion through Reflective Questions

PROVIDE POSITIVE FEEDBACK

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- ▶ Monitor Use of Technical Terms and Acronyms
- ▶ Be Intentional and Thoughtful
- ▶ Check to Ensure One Understands
- ▶ Discuss through Reflective Questions

CURSE OF KNOWLEDGE



- ▶ Refer to Appropriate Expert and include Contact Information
- ▶ Help One Develop Questions
- ▶ Note Taking
- ▶ Thank You Notes

MAKE EFFECTIVE REFERRALS

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- ▶ “To begin with the end in mind means to start with a clear understanding of your destination. It means to know where you’re going so that you better understand where you are now so that the steps you take are always in the right direction.”
`Stephen Covey

QUESTIONS