



# Appreciative Advising Framework



## Disarm

Make a positive first impression with students, to build rapport and create a safe and welcoming space.



## Discover

Ask generative, open-ended questions that help advisers learn about students' strengths, skills, and abilities.



## Dream

Inquire about students' hopes and dreams for their futures.



## Design

Students and advisers co-create a plan for making students' dreams a reality.



## Deliver

Students deliver on the plan co-created during the Design phase, and advisers are available to encourage and support their students.



## Don't Settle

Students and advisers set their own internal bars of expectations high.

Bloom, J. L., Hutson, B. L., & He, Y. (2008). *The appreciative advising revolution*. Champaign, IL: Stipes Publishing.



Check in with your student	
 <b>Disarm</b> Make a positive first impression with students, to build rapport and create a safe and welcoming space.	<ul style="list-style-type: none"><li>• How are you doing?</li><li>• How is the semester going for you?</li><li>• Any highlights or challenges you care to share?</li></ul>
Learn their perspective	
<ul style="list-style-type: none"><li>• How are you doing in your program and courses?</li><li>• If there was one thing that would make your education better, what would that be?</li><li>• What has surprised you about your program or coursework so far?</li></ul>	 <b>Discover</b> Ask generative, open-ended questions that help advisers learn about students' strengths, skills, and abilities.
Learn about their dream	
 <b>Dream</b> Inquire about students' hopes and dreams for their futures.	<ul style="list-style-type: none"><li>• What do you want to do when you finish your program?</li><li>• What's your dream job?</li></ul>
Identify where they are and where they need to go	
<ul style="list-style-type: none"><li>• Review Degree Audit Report (DAR)</li><li>• Identify next steps</li></ul>	 <b>Design</b> Students and advisers co-create a plan for making students' dreams a reality.
Encourage and support your student	
 <b>Deliver</b> Students deliver on the plan co-created during the Design phase, and advisers are available to encourage and support their students.	<ul style="list-style-type: none"><li>• Remind them they've got this</li><li>• Provide them with a way to contact you and the hours you are available.</li><li>• Ask if there is anything you can do to help them find success</li></ul>
Hold them accountable	
<ul style="list-style-type: none"><li>• Have them tell you what their plan for success is going forward.</li><li>• Ask them to set a goal for this semester and next.</li></ul>	 <b>Don't Settle</b> Students and advisers set their own internal bars of expectations high.