Appreciative Advising mapped to Active Minds' Everyday Guide for Everyday Challenges - VAR

<table>
<tr><td>Disarm - Recognizing the importance of first impressions, create a safe, welcoming environment for students.
How is your day going so far?
What's been the best thing about OCC so far?</td><td rowspan="2"><u>Validate</u> – Let them know what they're feeling is okay and that you believe them.
That sounds difficult
That makes sense
I'm sorry you're going through that
That sounds overwhelming
It's ok to be confused or frustrated or disappointed</td></tr>
<tr><td>Discover - Utilize positive open-ended questions to draw out what they enjoy doing, their strengths, and their passions.
What are your strengths?
What is something you have learned about yourself during the past 6 months.</td></tr>
<tr><td>Dream - Help students formulate a vision of what they might become, and then assist them in developing their life and career goals.
What does the best version of yourself look like?
What is your dream job?</td><td rowspan="2"><u>Appreciate</u>- Speaking up can be a challenging step. Let them know it's a good one. Also show you're there to support them.
It can be hard to find the words with everything going on these days.
Thanks for sharing, it helps to know what you're going through
Appreciate that you shared.</td></tr>
<tr><td>Design - Help students devise concrete, incremental, and achievable goals. Teach students how to make decisions, give positive and encouraging feedback.
What do you want to accomplish this year?
What is the next major challenge you may face?</td></tr>
<tr><td>Deliver - The students follow through on their plans. The advisor is there for them when they stumble, believing in them every step of the way and helping them continue to update and refine their dreams as they go.
How do you celebrate your accomplishments?
What actions can you take to achieve your ideal future?</td><td rowspan="2"><u>Refer</u> – Let them know help is available and refer them to appropriate resources.
What do you do for self-care?
How does your balance between work and home feel right now?
How does some fresh air sound?
What would be most helpful for you in this moment?</td></tr>
<tr><td>Don't Settle - The advisor challenges the student to proactively raise the student's internal bar of self-expectations.
What will your next goal be?
What is the next thing you can improve on?</td></tr>
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Bigard, A. N. (2020). Appreciative advising in the community college. *Journal of Appreciative Education, 6,* 18-30. http://doi.org/2165-5421