

WELCOME, WE ARE SO HAPPY TO HAVE YOU HERE!

You'll notice that you are currently on mute.

If able, please turn your cameras on.

If during the webinar you have a question, please
place it in the chat.

Your presence is a gift.

Prompt in the Chat: Please tell us where you are
joining us from and what institution you are from?





Coming Soon!!

Office of Appreciative Education FREE Spring 2022 Webinar Series


DATE ANNOUNCEMENTS COMING SOON!

Feb. 15, 2022 Appreciative Innovation: Journal of
Appreciative Education Special Issue

March 15, 2022 Appreciative Early Intervention

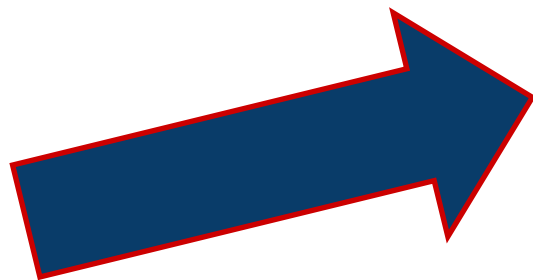
April 13, 2022 The First Five Minutes

To view past webinars, please visit our website
www.fau.edu/oea/webinars/



Bookmark our homepage to stay up to date on all things Appreciative Education

FAU.EDU/OAE



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- Our Story
- Resources
- Spotlights
- Journal of Appreciative Education
- Meet Our Team

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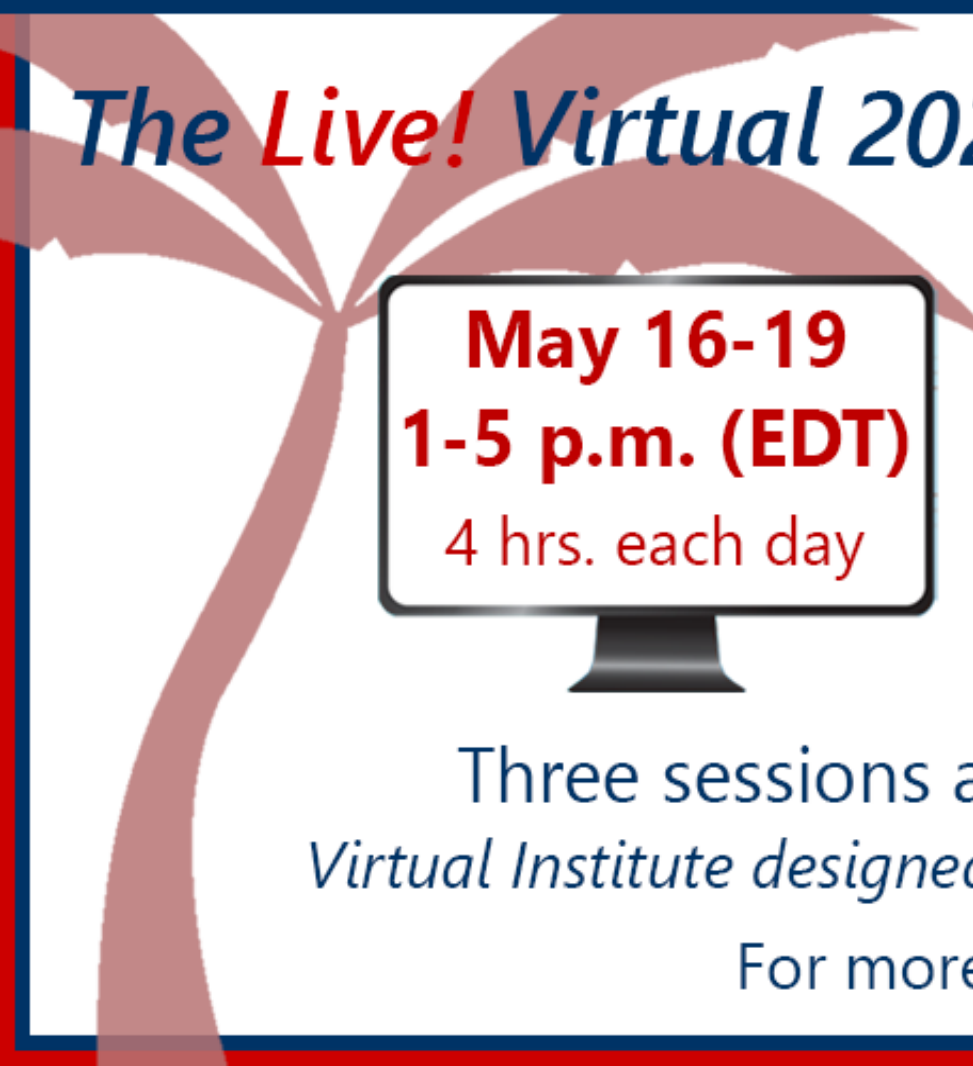
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Three sessions available • Live virtual small groups
Virtual Institute designed to leave you renewed, refreshed, and inspired

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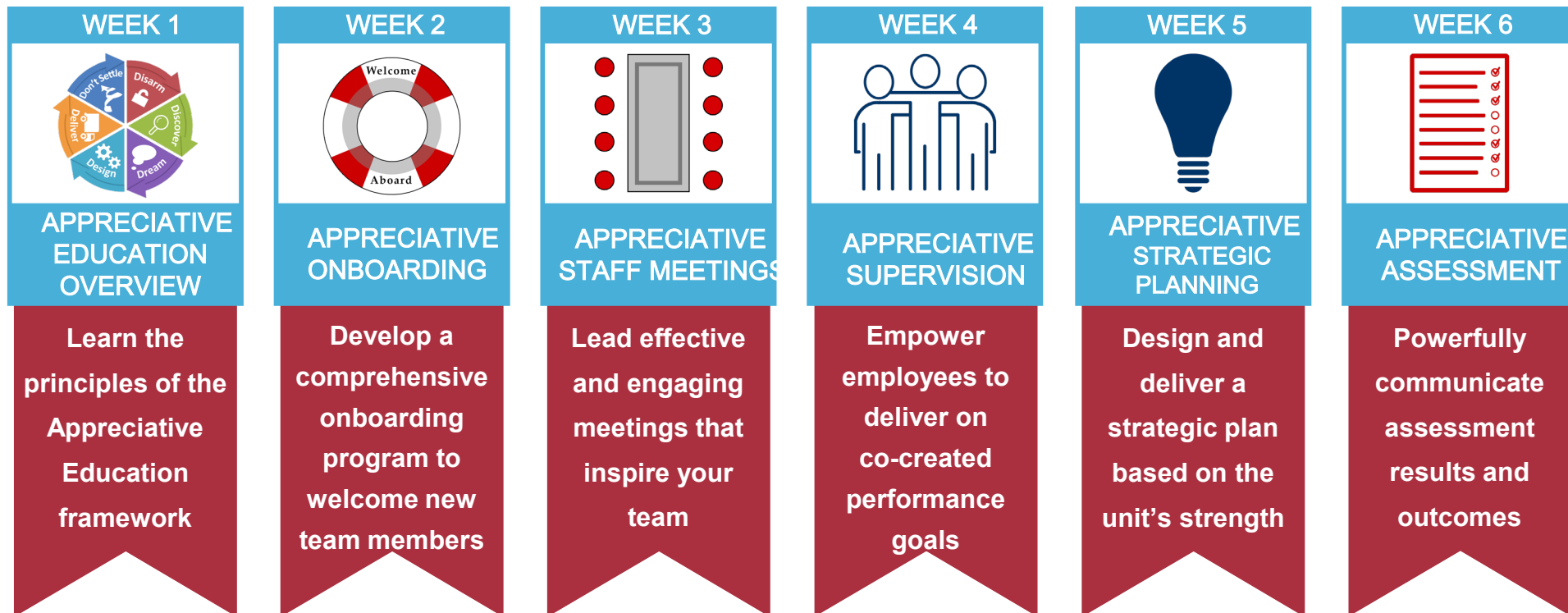
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Appreciative Mentoring

Office of Appreciative Education
Nov. 4, 2021



Annie Kelly, EdD - Assistant Professor, University of Cincinnati

James Winfield, EdD - Associate Dean for First-Year Experience, General Education, & Retention Strategies,
Southern New Hampshire University

Amanda Propst Cuevas, PhD – Director, Office of Appreciative Education, Florida Atlantic University

Bryan Hursh – Graduate Student Worker & Lead Intern, Florida Atlantic University

Who We Are: Meet The Panelists



Appreciative Mentoring



DISCUSS IT!



- Who has been a mentor to you?
- Tell us a time when a mentor had an impact on you?



ACKNOWLEDGING AMANDA'S MENTORS



Dora Saavedra, PhD
Associate Professor,
University of Texas Rio
Grande Valley (UTRGV)



(Late) Susie Miller,
Project E.L.I.T.E.
Mentor, UTRGV



Salma Ghanem, PhD,
Provost,
DePaul University



Joanne Smith, PhD,
Former VPSA,
Texas State University



Laurie Schreiner, PhD,
Professor & Chair,
Azusa Pacific University



Jenny Bloom, EdD
Professor & Co-Founder
Appreciative Advising,
Florida Atlantic University

Appreciative Mentoring



What Is Appreciative Mentoring?

Appreciative Mentoring involves the application of the Appreciative Advising Theory-to-Practice Framework to the mentoring relationship, which is a co-created collaboration between mentor and mentee. Although mentoring is designed with a focus on developing the mentee, through the mentoring relationship, both mentor and mentee reciprocally learn and grow from one another.

Appreciative Advising is theoretically rooted in Appreciative Inquiry and Positive Psychology, among other theories and is defined as:

“the intentional collaborative practice of asking generative, open-ended questions that help students optimize their educational experiences and achieve their dreams, goals, and potentials” (Bloom et al., n.d.).



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, and then assist them in developing their life and career goals.



Appreciative Advising Framework



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 them, believing in them every step of the way, and helping them update and refine their dreams as they go.



Don't Settle

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



Appreciative Mindset Ingredients



- Care about and believe in the potential of others
- Possess an attitude of gratefulness
- Continually hone your craft
- Remember your power
- Be insatiably curious about others' stories
- Be culturally aware and responsive

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



Appreciatively Mentoring Others

Applying the Appreciative Advising Framework

Teaching Mentoring to Others

Asking Courageous Questions

Activity & Discussion

Mentoring Teams

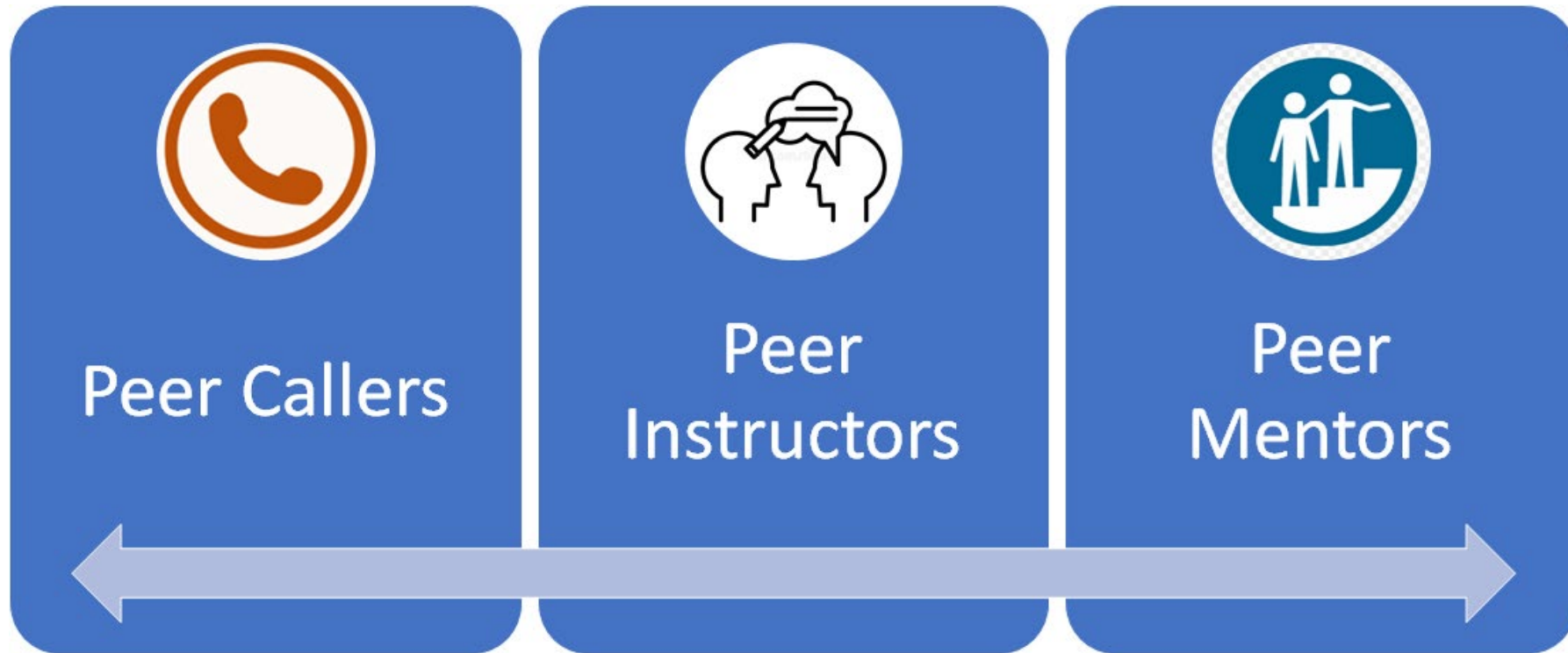
OAE Announcements

Appreciative Mentoring





TEACHING MENTORING TO OTHERS



Appreciative Mentoring



Framing the Model

Customer Service Principles

- Student deserves to be heard
- Don't take it personal
- Respect their lens

Application & Transferability

- Case studies
- Extract common themes
- Focus on the mentors' development





ASKING COURAGEOUS QUESTIONS

Weekly Reflection Prompt



Responding to “Can you give me some advice?”



Creating Own Questions



What pressing social issues are you or do you want to tackle using your education, skills, and experiences? Why?



Motivational Interviewing: OARS

O: Open-Ended Questions

A: Affirmations

R: Reflective Listening

S: Summaries



Miller, W. R., & Rollnick, S. (2013). *Motivational interviewing: Helping people change* (3rd ed.). New York, NY: Guilford Press.



ACTIVITY: Personal Board of Directors

Record your personal board of directors and include what areas of your life the individual supports you (mental health, career, family, etc.).

You may have a small board of 1 or 2 or a large board. Quality over quantity!

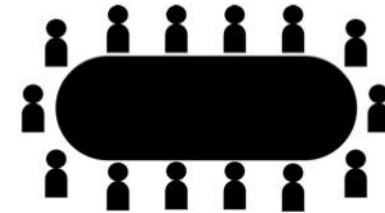
Bloom, J.L. (2008) Moving On. *Academic advising: A comprehensive handbook*. 2nd edition.

Appreciative Mentoring

YOUR PERSONAL BOARD OF DIRECTORS

As the CEO of your life, you want to make the best decisions based on the best information you can acquire. You need to ensure that you surround yourself with people that are trustworthy and have expertise in a wide variety of areas. As CEO, you can appoint and dismiss Board of Director members at any time.

Who is on YOUR Personal Board of Directors? Who are your role models? Who do you trust for advice on a variety of different topics? The Board of Director members serve as consultants and advisors, but you should take the best nuggets of information from each person and create the best solution for you. Always remember that there is more than one right answer. You as the CEO make your own decisions because you are the one that has to live with the ramifications and consequences of your decisions.



#	BOARD MEMBER'S NAME	GO TO THIS PERSON FOR ADVICE ON THE FOLLOWING TOPICS:
Example	Jane Smith	Career Advice and Ethical Dilemmas
1		
2		
3		
4		
5		
6		
7		
8		
9		

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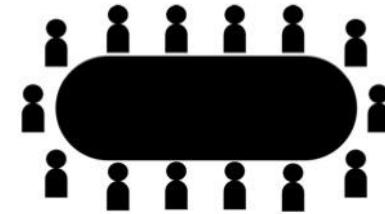
Small Group Discussion

- Who is on your board? How did you decide who is on your board?
- How diverse (perspectives, identities, experiences, etc) is your board? What are possible gaps?
- How could you use this activity with your students?

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MENTORING TEAMS



Appreciative Mentoring





Pre-Onboarding
Onboarding

Identify and Leverage Strengths

Align personal/professional/educational goals
with OAE goals, initiatives, and projects

Co-Create Growth Goals

Celebrate Accomplishments & Birthdays

Challenge and Support
Continuous Improvement “Get Better” Attitude





**Ashley Brannan,
OAE Intern**

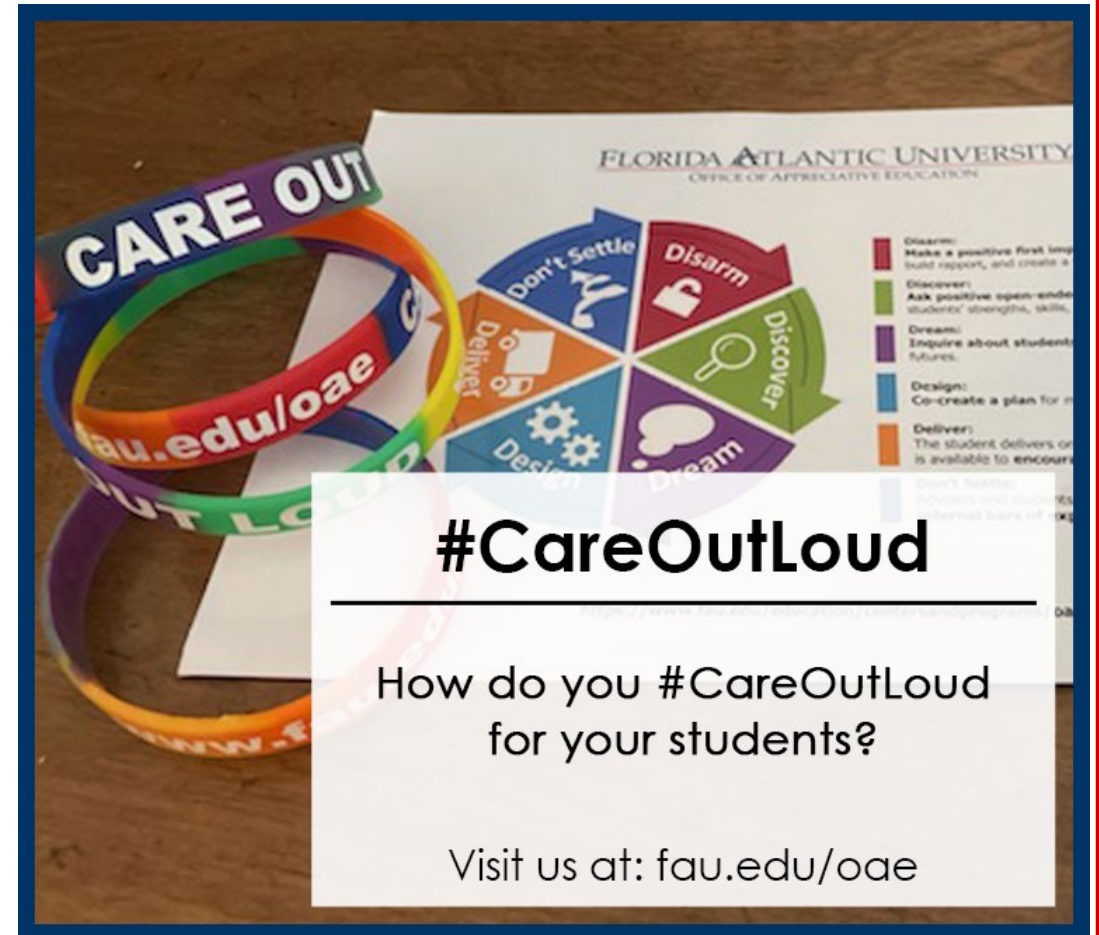
“My supervisor asks appreciative questions during our one-on-one meetings that help me identify the connections between the work I do each day and the dreams I have for my future. Work no longer feels like "work" when I can personalize my goals and harness my strengths. Every work task is framed as another opportunity for discovery and development. I am more self-motivated because I know my supervisor is genuinely invested in my dreams, recognizes the strengths I bring to the team, helps me design a plan for my professional development, and supports continued growth each step of the way.”



CARE OUT LOUD

with FAU's Office of Appreciative Education

#CareOutLoud is a key feature of Appreciative Advising. As Appreciative Educators, we are committed to "caring out loud," that is, intentionally demonstrating to students and colleagues that they matter.



Q&A

Appreciative Mentoring





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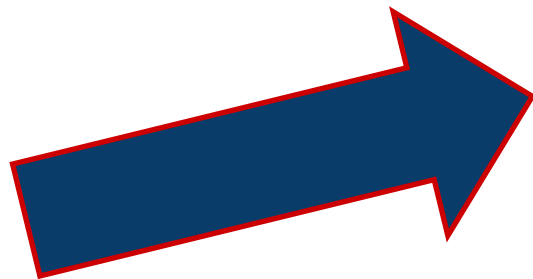
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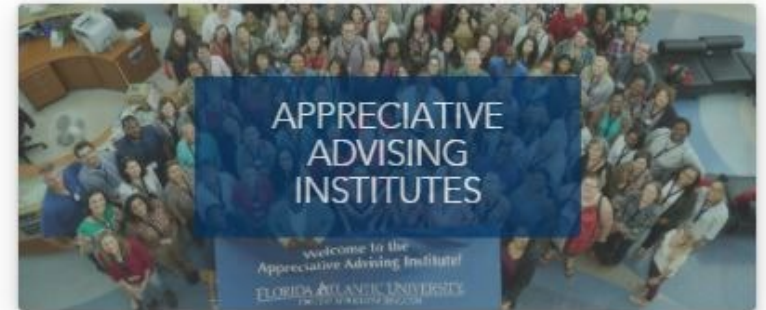


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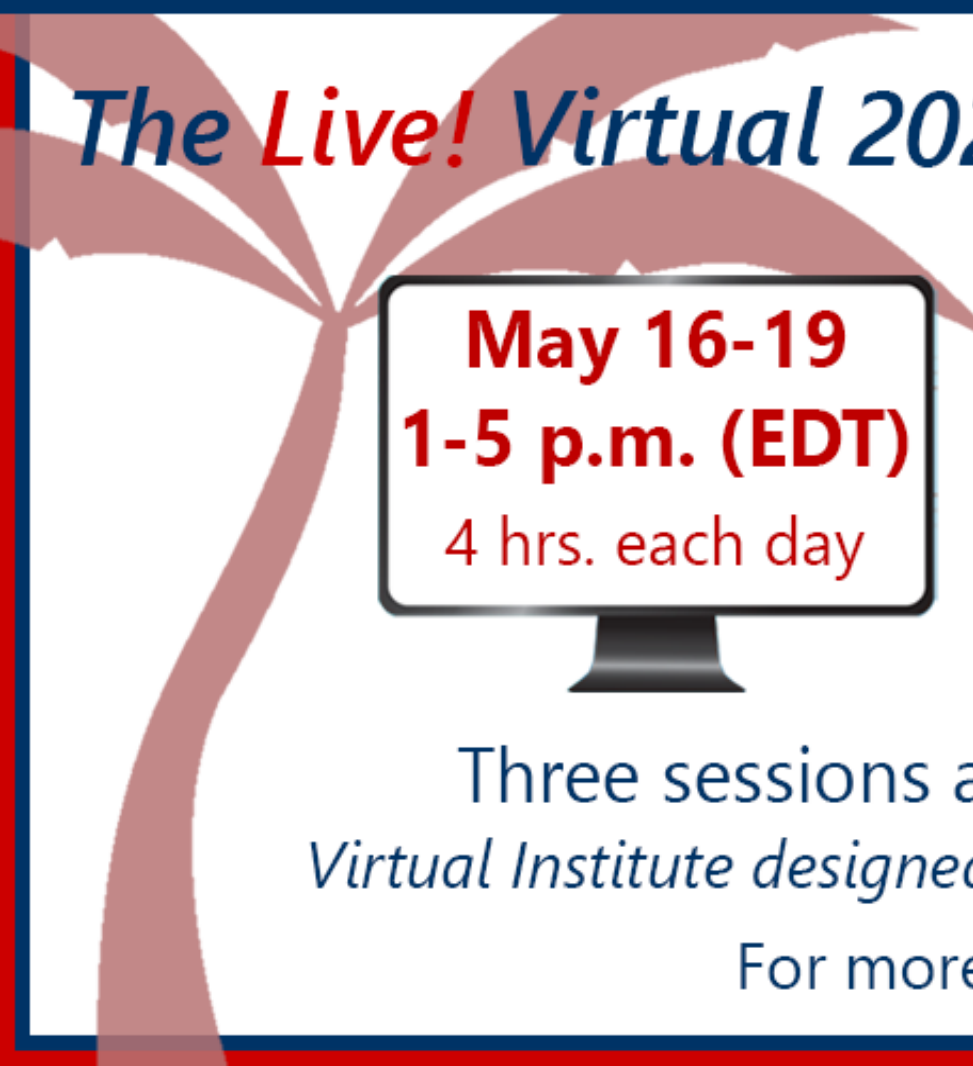
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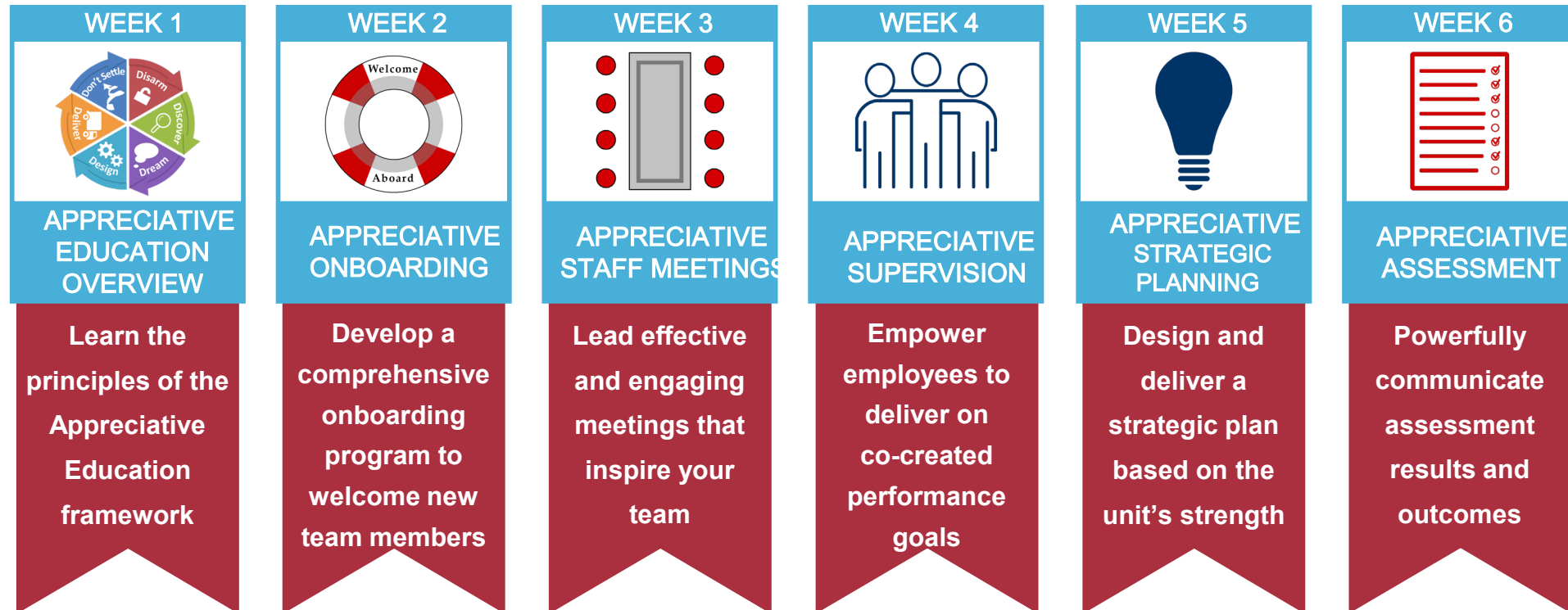
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