

From Good Advising to Great Advising Using Appreciative Techniques

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Program Overview

- IUPUI and University College
- What is appreciative advising?
- Training advisors to use appreciative techniques
- Sample activities
- Applying appreciative techniques to academic and career planning

IUPUI

- Founded 1969
- Urban commuter campus
- 180+ degrees offered
- 19,697 undergraduate students
- 28,724 total students
 - Includes professional schools: medicine, dentistry, law

University College

- Created in 1998 to increase retention
- Focus on undergraduate students early in their college experience
- Home to:
 - Pre-college programs
 - New Student Orientation
 - Learning Center
 - Academic Advising
 - Honors Program
 - Programs for special populations
 - Career Center (joined us in 2001)

Academic and Career Planning

- Academic Advising
 - 32 Academic Advisors
 - Full-time
 - Joint Advisors
 - Graduate Assistants
- Career Center
 - Career Counselors
 - Career Services
 - Student Employment

Appreciative Advising

- Builds on theories and ideas from:
 - Appreciative Inquiry (organizational development)
 - Strengths-Based Approaches to Personal Development/Employee Development
 - Positive Psychology
 - Hope and Optimism

Appreciative Advising

The **intentional** collaborative practices of asking **positive, open-ended questions** that help students **optimize** their educational experiences and **achieve** their goals, dreams and potential.

Appreciative Advising

- More than being positive and supportive with students
- Intentionally focuses on assets rather than deficits
- Involves dreaming possibilities and planning steps to achieve the dream

Deficit Based Approaches

- Like the “medical model” focuses on diagnosing student problems and finding solutions to solve those problems
- Students on probation

Where do you focus?

College Algebra B

Intro to Chemistry F

American History A

English Composition C

Asset (Appreciative) Approach

- Looks at successes and strengths
- Create ways to repeat the behaviors and utilize the strengths and skills that have led to past success to create future success
- Builds on what students have going for them

From Deficits to Assets

- A significant shift in our mental model
- More complex and intentional than it seems on the surface
- Requires intentional and on-going training

Training Model

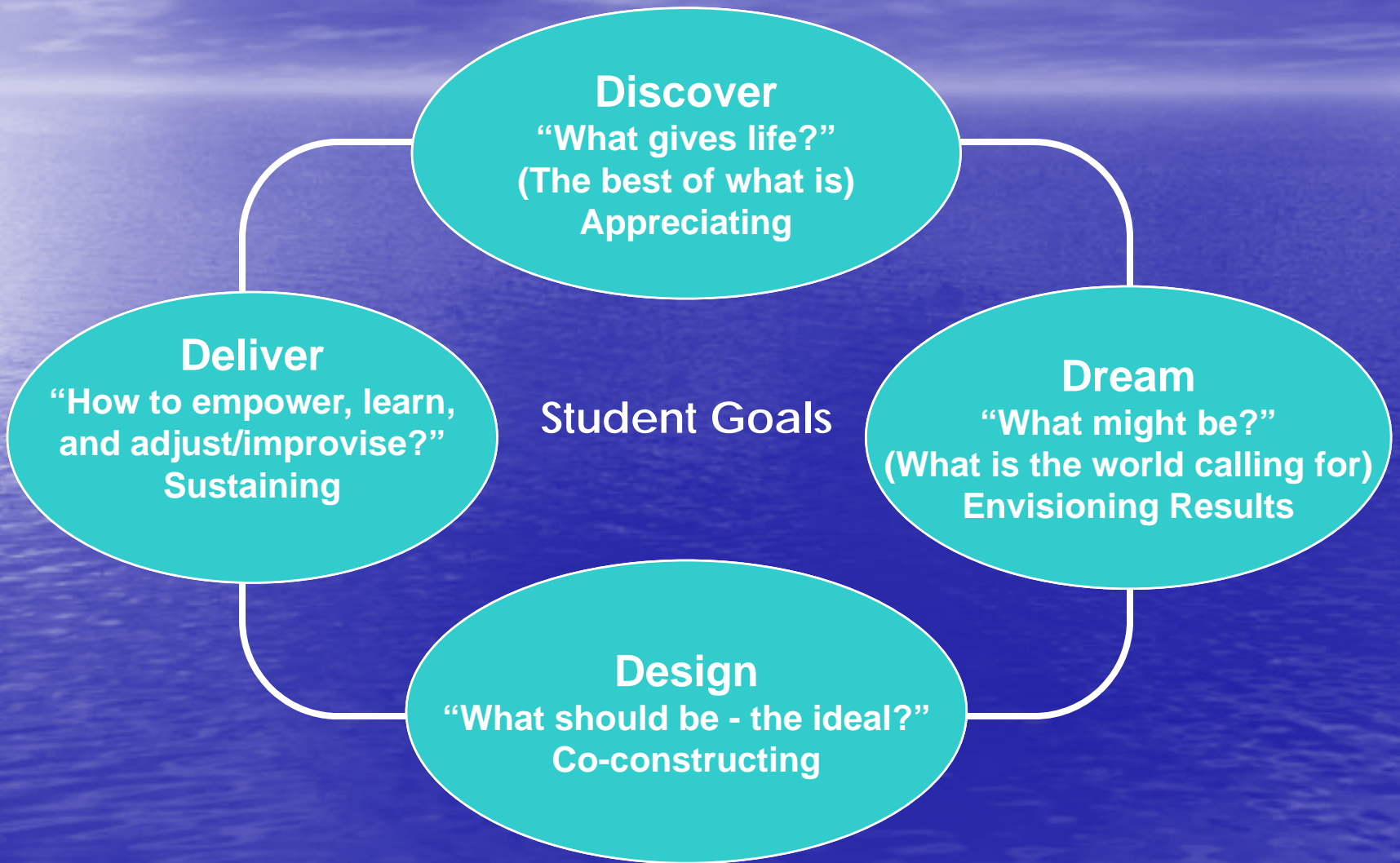
- Apply theory to self
 - All advisors and career counselors took the Strengths Finder inventory to determine top five signature themes
- Learned model of appreciative inquiry
- Developed strategies to use appreciative techniques to move through stages of appreciative inquiry

Applying Strengths to Self

ACTIVITY

1. Complete the questions on the worksheet
2. Find themes
3. Share with a partner
Partners – listen for themes to validate

The "4-D Cycle" of Appreciative Inquiry



Questions to Ask Students

- Discover Questions
 - Who is your best self?
- Dream
 - What is your perfect future?
- Design
 - How might you apply your best self to achieve your perfect future?
- Deliver
 - What actions will you take to apply your best self to achieving your perfect future?

Pulling it All Together

ACTIVITY

The Ideal Student

Group brainstorm
Share with partner

Next Steps

- Strengths-based workshops for students on probation – six advisors served as “strength coaches”
- Appreciative Advising Inventory Pilot
- Appreciative Inquiry approach to change that will incorporate strengths
- Focusing on use of appreciative techniques in daily organizational life as well as with students

A blue-tinted photograph of a vast ocean under a cloudy sky. The word "QUESTIONS?" is centered in white text.

QUESTIONS?