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Who am I?



- **White**
- **Cis-gender female**
- **Able bodied**
- **Educator, lifelong learner**
- **Married**
- **Pronouns: she, her, hers**
- **Preferred Name: Jenny**

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THERE ARE 330 MILLION AMERICANS,¹
YET WE'RE LONELY AND GETTING LONELIER



61% of
those surveyed
are lonely

Loneliness in Americans is up 7-percentage points from 54% in 2018 to 61% in 2019. Why?

- Not enough social support
- Too few meaningful social interactions
- Poor physical and mental health
- Not enough balance in our lives

<https://www.cigna.com/static/www-cigna-com/docs/about-us/newsroom/studies-and-reports/combating-loneliness/cigna-2020-loneliness-infographic.pdf>

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Wisdom from Mr. Rogers

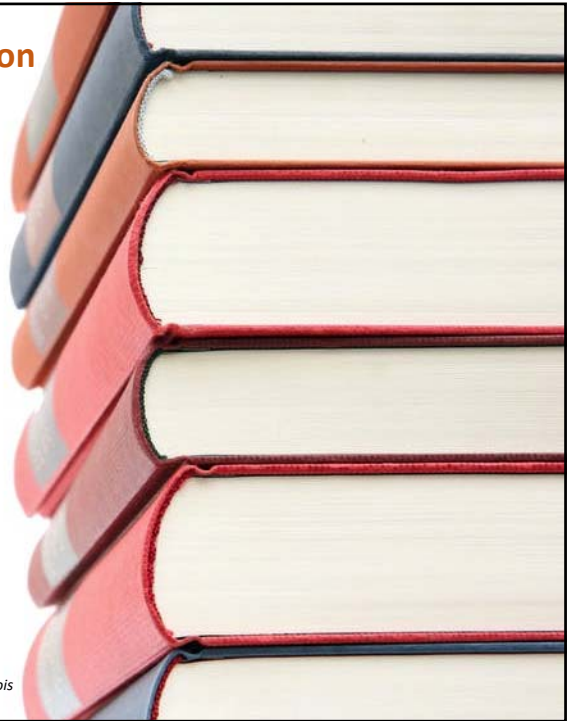
“If you could only sense how important you are to the lives of those you meet; how important you can be to people you may never dream of.”

4

The Privilege of Working in Higher Education

“Education is the most powerful means of increasing individual opportunity and creating more prosperous, fair, and just societies. So to have the privilege of participating in that mission is as much as anybody could hope for in life.” – B. Joseph White

Reiter, A. F. (2005). Meet Joe White: New UI president talks about leadership, goals and responsibility." *Illinois Alumni Magazine*, 17(5), 20–23.



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Terry O'Banion's Definition of Advising

Exploration
of life goals

Exploration
of
vocational
goals

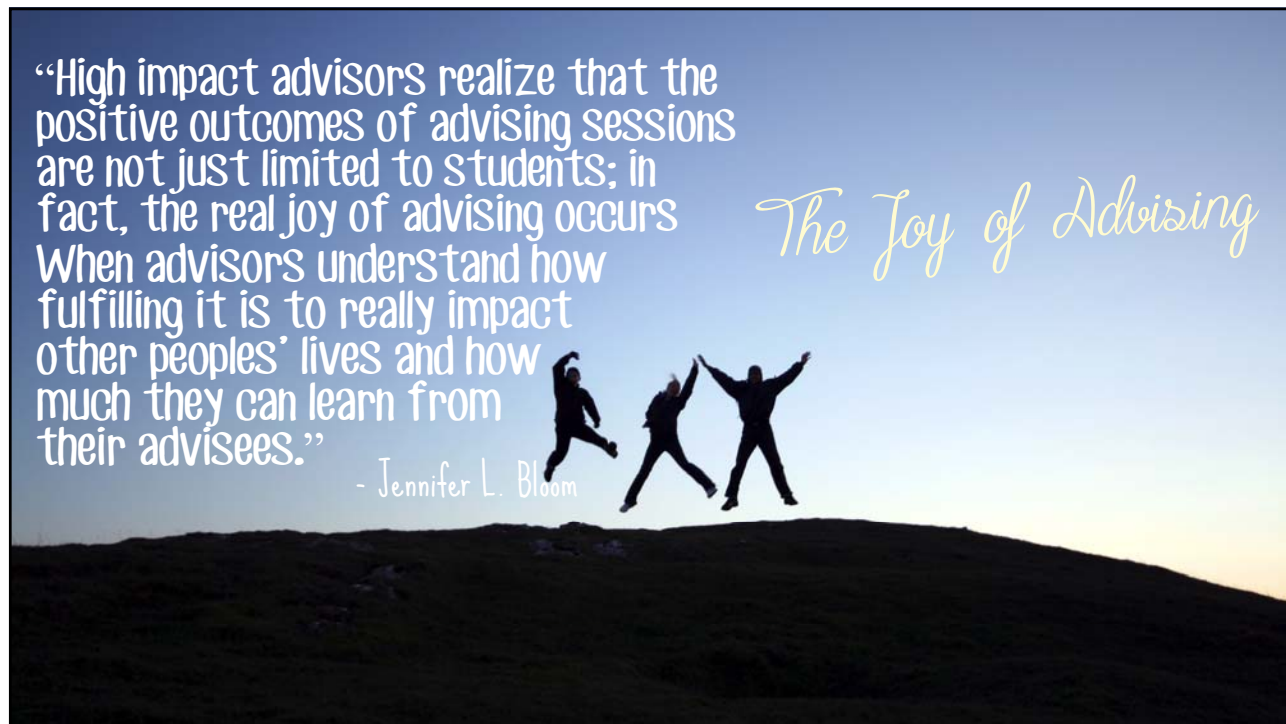
Program
choice

Course
choice

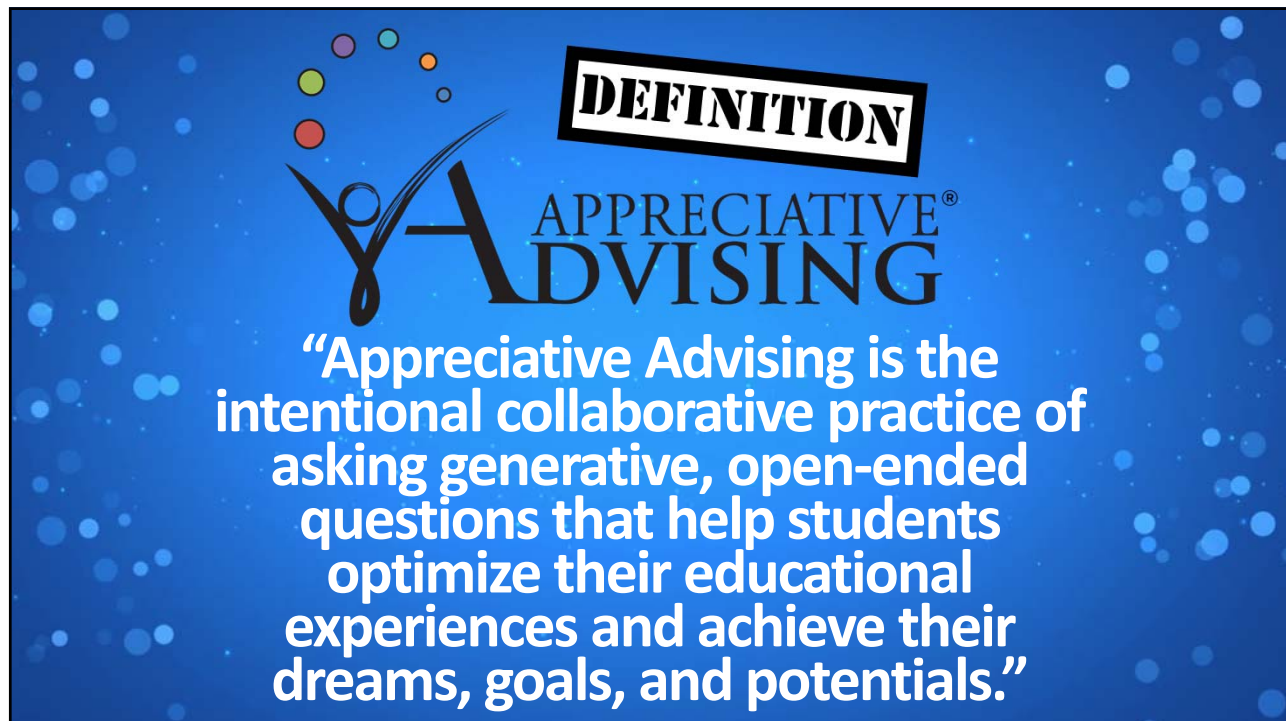
Scheduling
courses

O'Banion, T. (1994). An academic advising model. *NACADA Journal*, 14(2), 10–16. (Original work published 1972)

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30



31

The Six Phases of Appreciative Advising

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



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DISARM



Recognizing the importance of first impressions, create a safe, welcoming environment for students.

55

DISCOVER



Utilize positive open-ended questions to draw out what they enjoy doing, their strengths, and their passions.

56

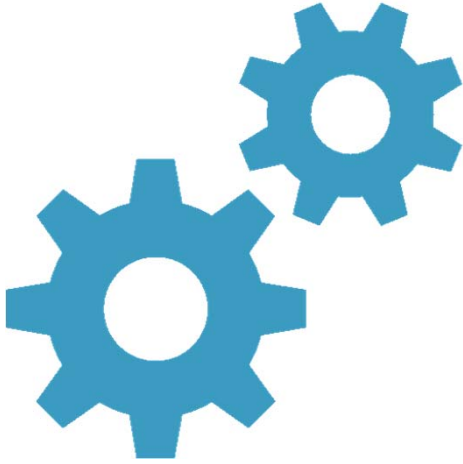
DREAM



Help students formulate a vision of what they might become, and then assist them in developing their life and career goals.

57

DESIGN



Help students co-create concrete, incremental, and achievable goals.

58

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.

59

DON'T SETTLE



The advisor challenges the student to proactively raise the student's internal bar of self-expectations.

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Appreciative Mindset



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

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Appreciative Mindset

- Caring about and believing in the potential of each student
- Appreciating the good fortune to positively impact other peoples' lives
- Acknowledging that one can always become better
- Remembering the power students perceive you possess and reflecting on how best to use that power
- Being truly interested in students and enjoying learning from them
- Being culturally aware and responsive in interactions with students

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

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DISARM



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DISARM

Which grade would you want to talk about?

REPORT CARD				
GRADING PERIOD	1	2	3	4
English	A			
History	A			
Biology	B			
Social Studies	B+			
Math	F			
Attendance:	Present	48		
	Absent	2		
	Tardy	1		
A = Excellent • B = Good • C = Satisfactory • N = Needs Improvement U = Unsatisfactory • I = Insufficient / Incomplete				
Student: _____ Grade: _____ Year: _____				

Rath, T., & Clifton, D. O. (2004). How full is your bucket? Positive strategies for work and life. New York: Gallup Press.

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BuzzFeed LOL win omg cute BOLD fail wtf

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Important Pre-Appointment Considerations QUIZ

How do you prepare?

- Web Presence
- Comfortable Seating
- Personable Office
- Waiting Area

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

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Where are
Your
Students?



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Immediacy Behaviors

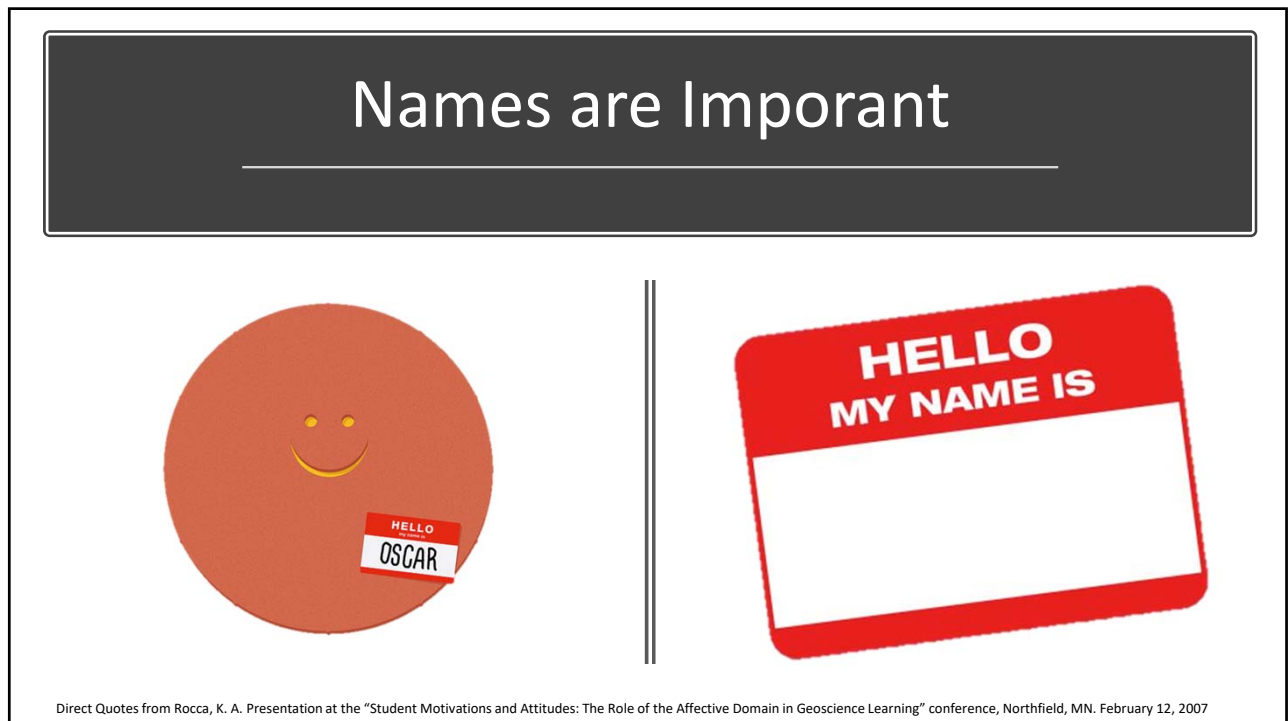
“People are drawn toward persons and things they like, evaluate highly, and prefer; and they avoid or move away from things they dislike, evaluate negatively, or do not prefer.”

Direct Quotes from Rocca, K. A. Presentation at the “Student Motivations and Attitudes: The Role of the Affective Domain in Geoscience Learning” conference, Northfield, MN. February 12, 2007

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To Listen

“Undivided attention means forgetting about yourself...and...acting as if you had no other purpose on earth than to care for this human being.”

- Parker Palmer, Ph.D.,
Influential Higher Education
Leader & Author



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How many times a day does the average person unlock their phone per day?

80

Johnson, B. (2019, July 18). (Quit) touching your phone. Blog post.

77

How many times per day does the average person touch their phone?

2,617

163.56

Johnson, B. (2019, July 18). (Quit) touching your phone. Blog post.

78



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DISCOVER



Utilize positive open-ended questions to draw out what they enjoy doing, their strengths, and their passions.

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<https://www.psychologytoday.com/us/blog/the-refugee-experience/201809/simple-and-powerful-technique-better-listening>

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**CELEBRATE
DIVERSITY**

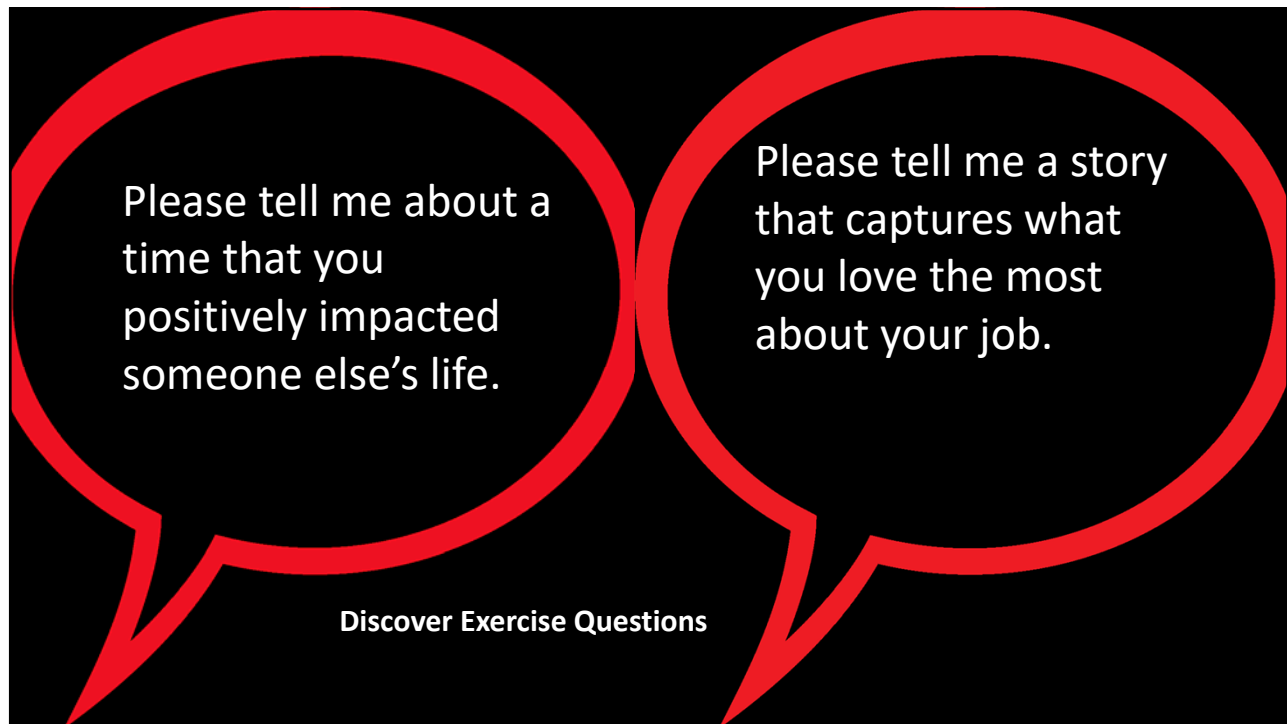
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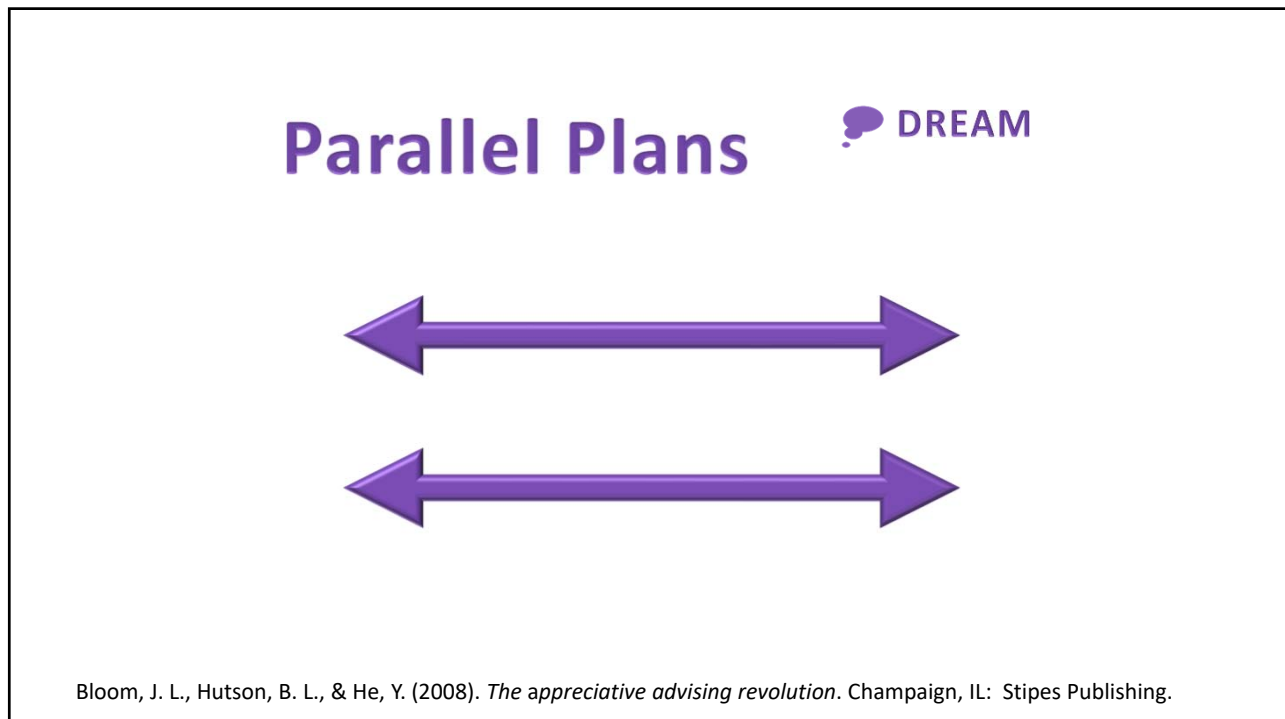
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Dream Questions

DREAM

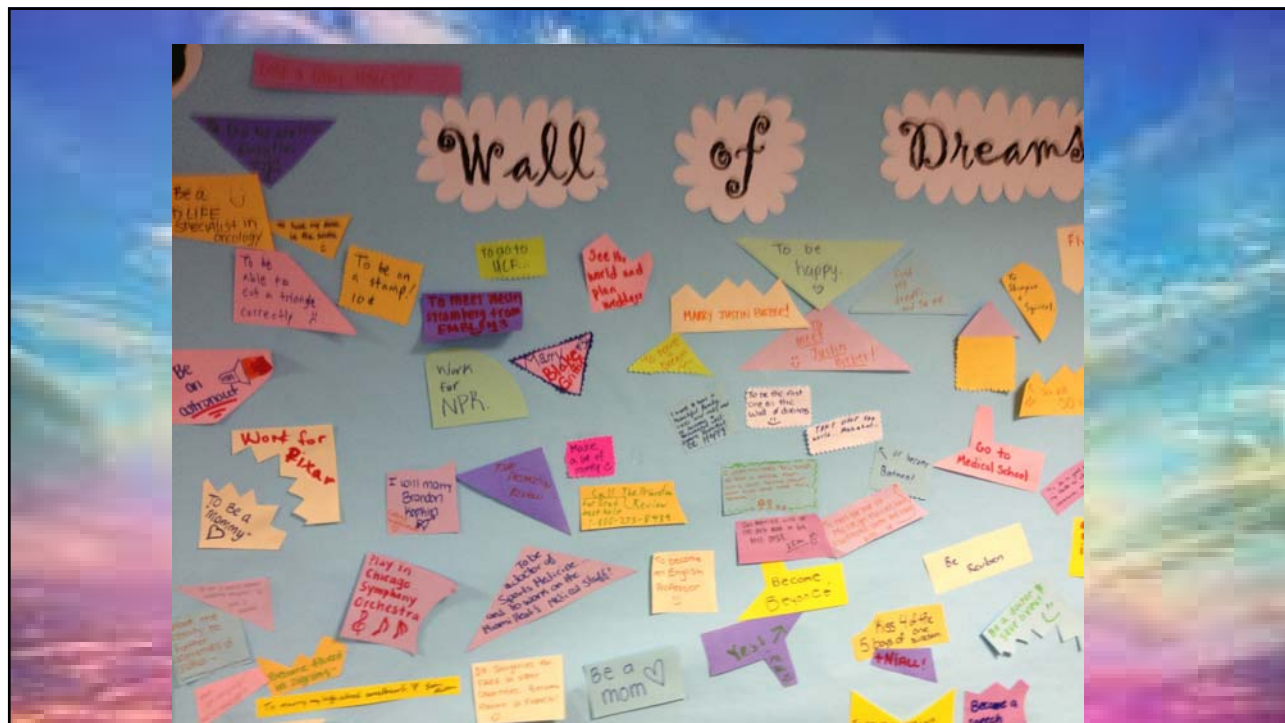
When you were 8 years old, what did you say you wanted to be when you grew up? What about now?

If salary, education, and time were irrelevant, what is your ideal job?

Magazine Question

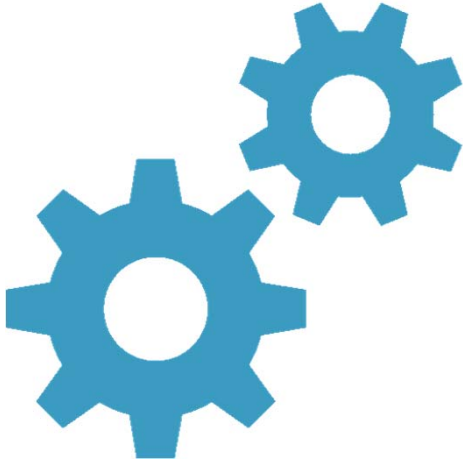
Bloom, J. L., Hutson, B. L., & He, Y. (2008). *The appreciative advising revolution*. Champaign, IL: Stipes Publishing.

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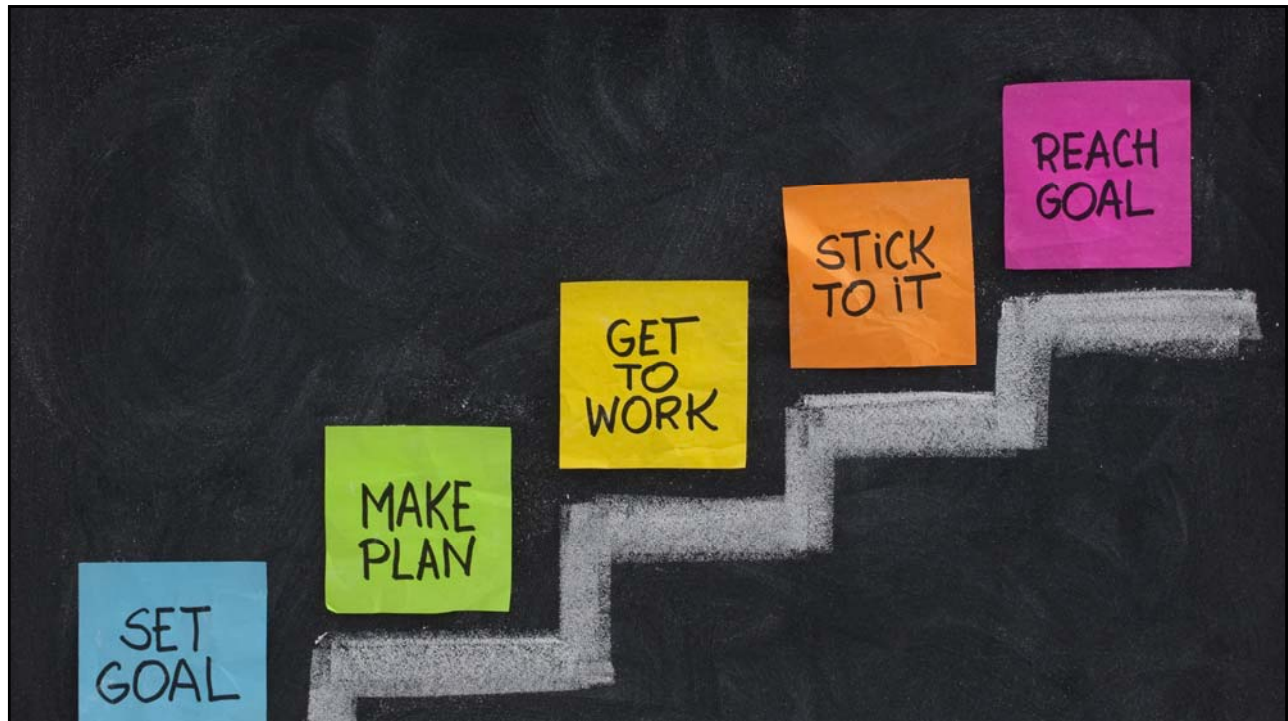
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DESIGN



Help students co-create concrete, incremental, and achievable goals.

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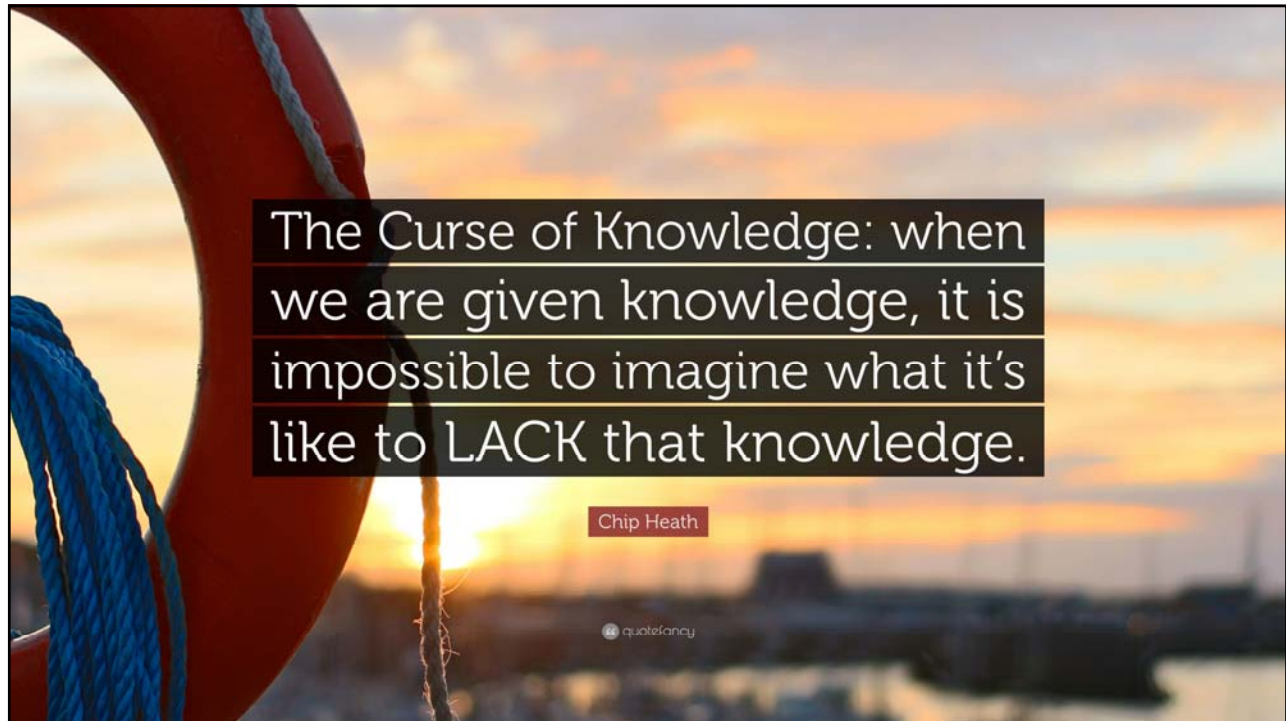
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01

What can you do in the next week to move one step closer to accomplishing one of your goals?

02

Let's brainstorm on the resources you will need to accomplish your goals.

Design Questions

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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.

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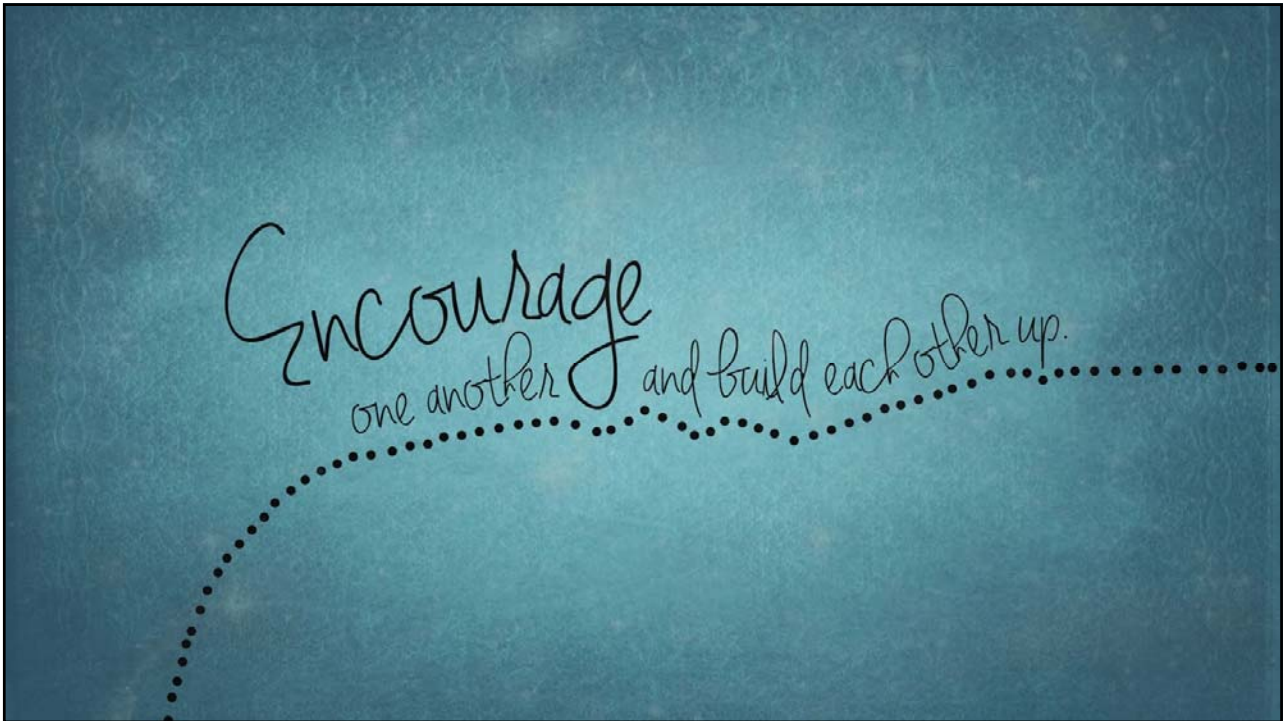
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Energizing Others to be their Best
“Simply put, a leader’s job is to energize others. Notice that I don’t say it’s part of their job; it is their job. There is no ‘time off’ when a leader isn’t responsible for energizing others. Every interaction a leader has is either going to positively energize those around them or negatively energize them” (p. 297).

Tichy, N. M. (2002). *The Leadership Engine*. Harper Collins Publishers Inc., New York.

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Ending the Conversation



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Deliver Phase Questions

What will you do when you run into road blocks?

How and when will you keep me updated on your progress?

What will you do if you think your goals may be changing

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DON'T SETTLE



The advisor challenges the student to proactively raise the student's internal bar of self-expectations.

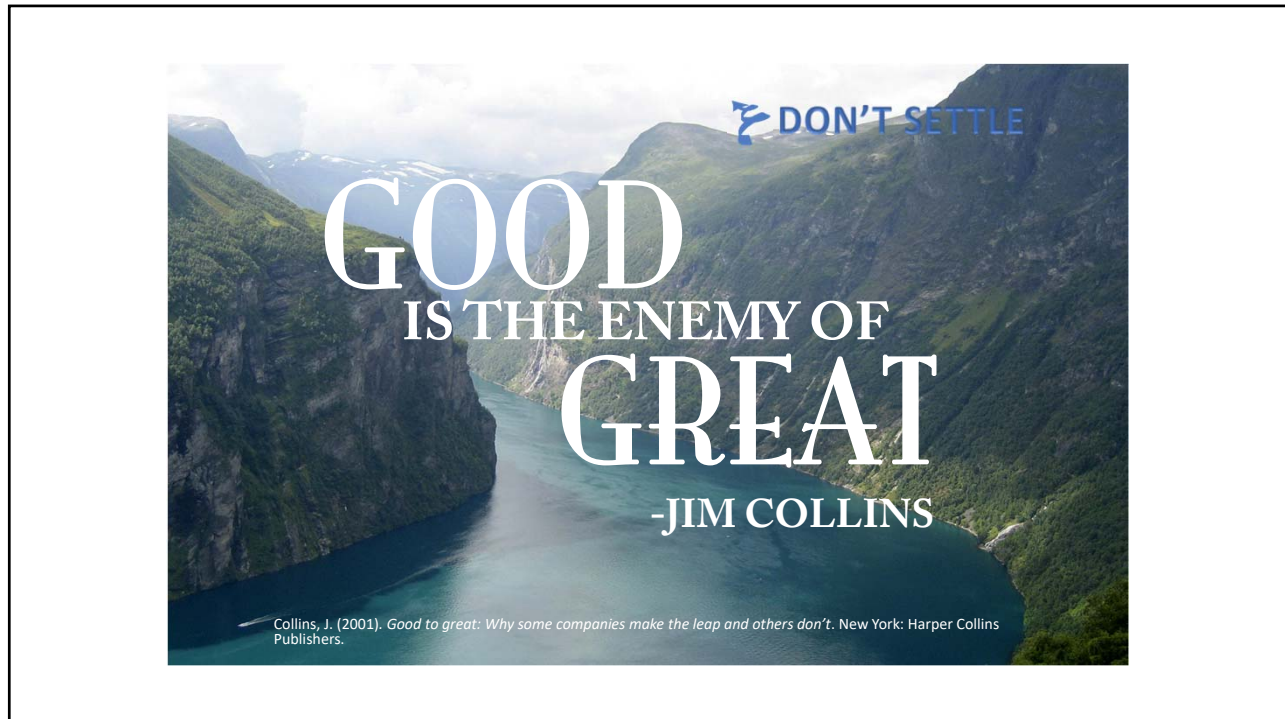
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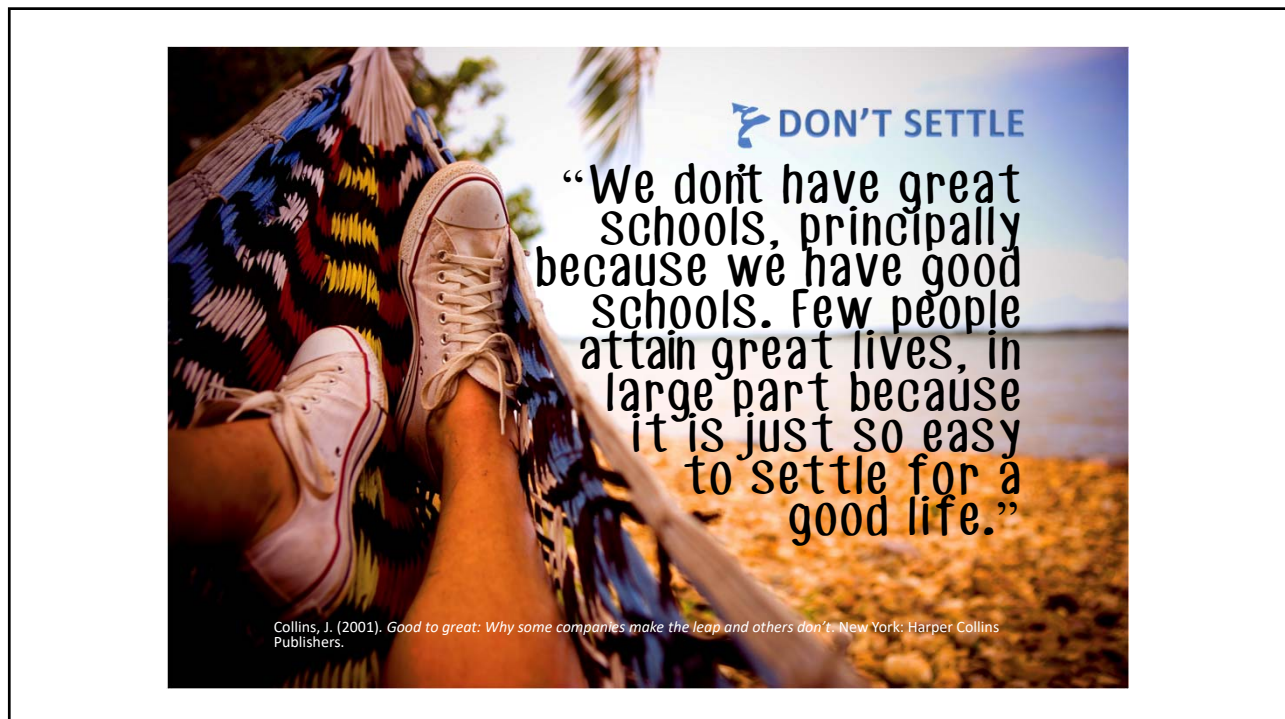
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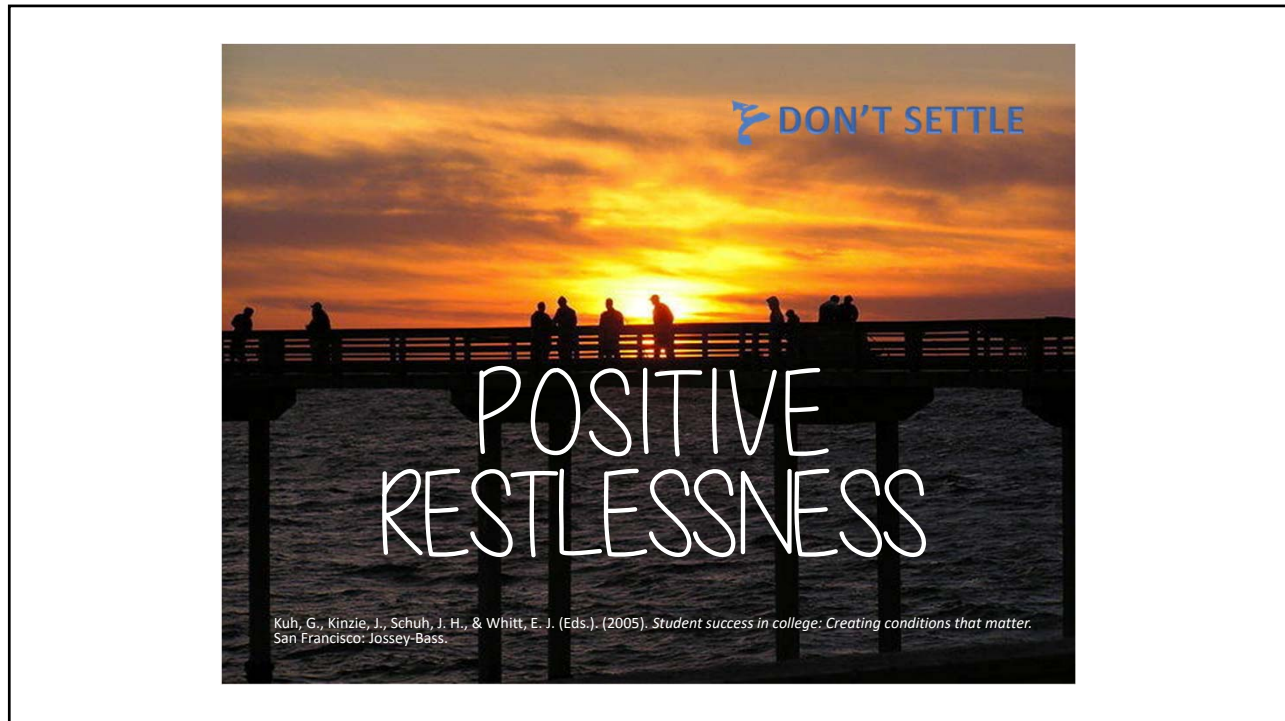
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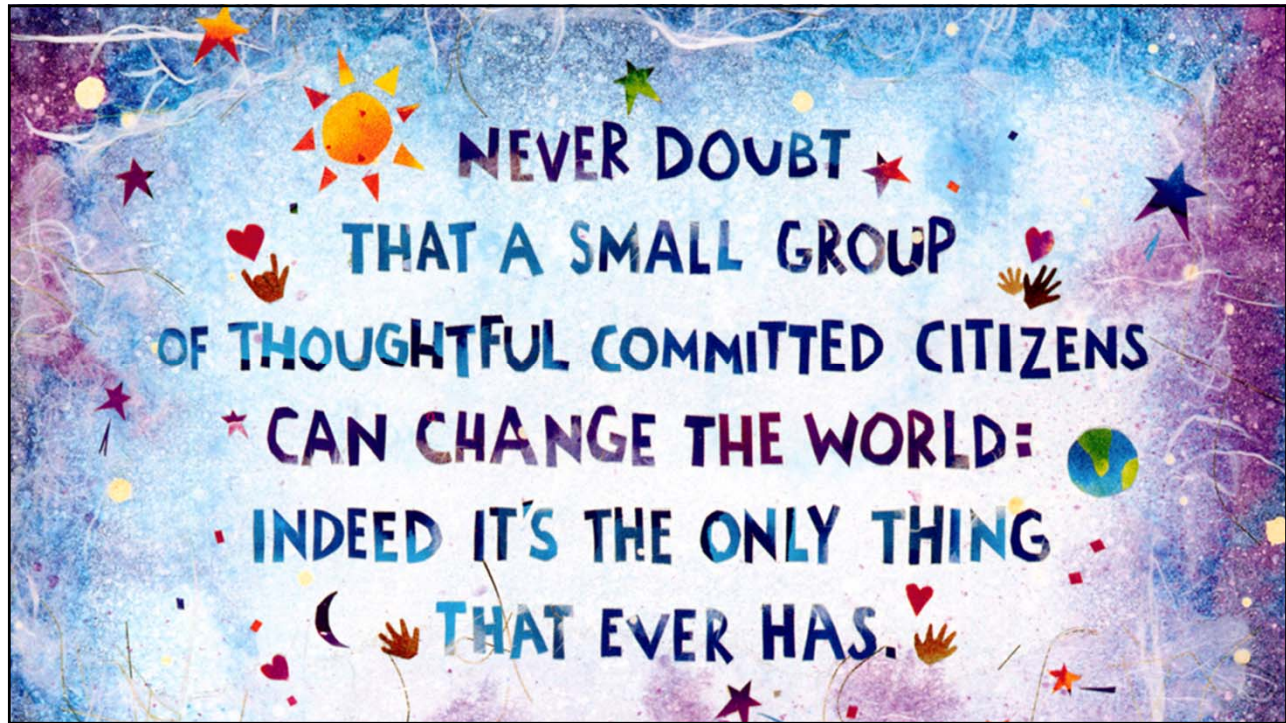
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NANCY TWISS QUOTE

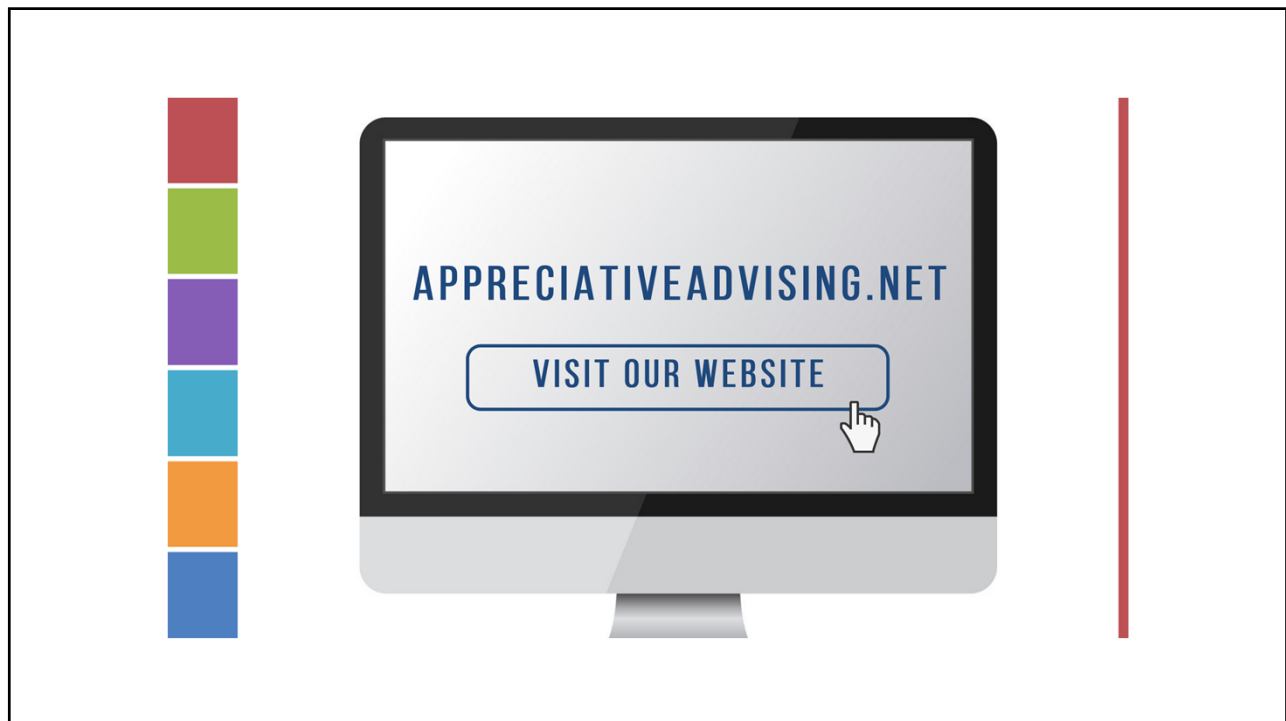
"Most of us will not find answers to the causes of cancer, or solve the problems of homelessness, or defuse international conflicts, but we feel that through our advising, we may be able to make a small but pivotal contribution to our students' ultimate work ...It seems to me that our students represent an unequivocal reply to Margaret Mead, when she famously said..."

<http://chronicle.com/weekly/v48/i03/03a04201.htm>

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Journal of Appreciative Education
LIBJOURNAL.UNCG.EDU/JAE

- ▶ READ APPRECIATIVE LITERARY SOURCES
- ▶ SUBMIT RESEARCH FOR PUBLICATION
- ▶ GET PUBLISHED FOR INNOVATIVE PRACTICE

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APPRECIATIVE ADVISING CERTIFICATION



- Participation in the Appreciative Advising Course or Institute fulfills the educational component of certification
- Provide your students with the best possible advising experience and raise your professional stature and expectations.

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APPRECIATIVE ADVISING INSTITUTE

- Highly interactive annual four day event in the summer
- Intentionally designed to extend theory to practice
- Participate in reflection on your goals and optimize your own life

" I returned to my office following the institute with a renewed and amplified sense of purpose. "

- 2017 Participant

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ONLINE COURSES

Appreciative Advising Online Course

- Walks through Appreciative Advising framework
- Gives specific skills and techniques for implementation
- 6 week online course offered Spring, Summer, and Fall

Appreciative Administration Online Course

- Uses Appreciative Education lens
- Provides practical applications for becoming an effective Appreciative Administrator
- 6 week online course offered Spring, Summer, and Fall

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