**OVERVIEW   
 Advising Approaches**

**DEVELOPMENTAL Advising: O’Banion (1972) Patrick Cate (2013) O’Banion in Reverse**

Exploration of life goals Schedule  
 Exploration of vocational goals Course choice  
 Program choice Program choice  
 Course choice Exploration of vocational goals  
 Scheduling of courses Exploration of life goals

**Advising As TEACHING: Madeline Hunter’s (1982) steps:**

1. Determine student needs (determine learning objectives)  
2. Set expectations  
3. Focus student attention on the objectives   
4. Provide information needed so student can meet objective  
5. Model steps to be taken  
6. Check for understanding   
7. Guided practice  
8. Independent practice

**PROACTIVE Advising: Varney (2013) Strategies for connecting with students prior to problem development**

* Data mine to determine ‘high risk’ student characteristics
* Develop relationships with students (Schlossberg’s theory of mattering – see glossary)
* Determine student strengths and deficits
* Create positive, personalized messages
* Determine critical outreach points.
* Reach out at intervals beginning at 3 weeks (see Handout 6, Martin’s self-assessment questionnaire)
* Vary delivery methods (e.g., social media, email, etc.)

**STRENGTHS-BASED: Schreiner (2013) Five Steps for Strengths-based Academic Advising:**

1. Identify Students’ Talents  
2. Increase awareness of strengths  
3. Envision future  
4. Plan specific steps to reach goals  
5. Apply students’ strengths to challenges

See handout 6 – Holly Martin’s 1st year students Self-Assessment questionnaire

**APPRECIATIVE ADVISING: Bloom, Hutson & He (2013)**

1. Disarm
2. Discovers
3. Dream
4. Design
5. Deliver
6. Don’t settle

**Advising as COACHING: McClellan (2013) Questions for active listening (handout 7)**