

# THE STRENGTHS BASED ADVISING PROCESS

## THE WHY

- A strengths based approach is designed to help students discover their natural talents (Gallup, 006)
- When students become aware of what they do best their confidence increases (Schreiner & Anderson, 005)
- Focusing on strengths increases engagement 6X (Gallup, 00)

Your role as an advisor is to develop strategies that teach students how to leverage their strengths during college.

$$\text{Strength} = \text{Talent} + \text{Skill} + \text{Knowledge} \times \text{Intention}$$

(potential) (basic steps that can be learned) (info & understanding) (purposeful effort)

## THE PROCESS

**AFFIRM** Increasing awareness of their natural talents, and affirming these as potential strengths  
*Identify questions you can ask or resources/activities you can recommend to affirm a student's talents*

- What have you done outside of the classroom? What did you do in HS? \*\*What's your gut instinct? What do you feel pressure but not passion for?
- Does this come [? occur?] naturally or did you learn it?
- Getting to know them personally - their passions. If money wasn't an object, what would you do? Grades. What are you looking forward to this semester?
- What is going well for you? What is it that you really like to spend your day doing? What are you passionate about? What do people say you are good at? What do people ask you for help with? Who do you look up to? What do people think is weird about you? \*\*Tell me about a time that you've done something that has helped others. Analyzing feedback on evaluation. Informal interview with people they knew. Reflection activity on what they brought with them and why?

**ANALYZE** Identifying the skills & knowledge needed to build a talent into a strength  
*Identify questions you can ask or resources/activities you can recommend to recognize the gap areas*

- What did you struggle with?
- Are there things you don't like to do?
- Assessments. Look up info about major/career.
- Info interviews/shadows
- Where will it help you and will it hinder you?
- How can that talent get you where you want to go? MBTI
- Career assessments. Holland code. Meet with advisors to go over results.
- Leadership framework assessment (CLI). Leader certificate. Johari window activity.
- What's holding you back?
- Have students articulate their excuses for not pursuing their passions/spending time on talents.

**ALIGN** Connecting students' goals & dreams with what they do best (their talents), and the benefits of doing so  
*Identify questions you can ask or resources/activities you can recommend to connect their goals with their talents*

- Researching careers/mentors/people who have interesting jobs.
- Give [?] tasks that fit their strengths.
- Mentorship.
- Connecting with others in those fields.
- Informational interviews.
- Student orgs.
- Reflection ---> on things they enjoy, and why that can help transfer to other things based on why they enjoy it.
- Have students draft their "ideal" resume - articulate the skills they want to have, then discuss how to obtain these and start working toward these positions.

**APPLY** Recognizing opportunities to use their natural talents, which will help develop them into strengths  
*Identify questions you can ask or resources/activities you can recommend to affirm a student's talents*

- Internship.
- Projects or ideas they have.
- Holding them accountable/ask them how they can hold themselves accountable.
- Internships.
- Connect to mentors.
- Service learning/community outreach.