

# The Six Phases of Appreciative Advising



- Disarm** Create a safe, welcoming office environment.
- Discover** Build rapport while identifying a student's strengths, skills and abilities through positive open-ended questions.
- Dream** Help students formulate a vision of what they might become. Assist them in developing their life and career goals.
- Design** Help students establish concrete, incremental and achievable goals.
- Deliver** Implementation begins. Offer encouragement when roadblocks are encountered, and assist students in updating and refining their dreams as they go.
- Don't Settle** Continue offering support while challenging students to reach their full potential.

*For additional information, please don't hesitate to contact SCC's College Success Coaches.*

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