

## **ADVISOR ACTION PLAN**

This Advisor Action Plan is designed to help advisors create a vision for supporting student leadership, and is a tool for you to add intentionality to your work as a student organization advisor. This plan should be a fluid, living document to propel you forward to the positive results you hope (and plan) to achieve! Revisit and revise your plan as needed to implement your goals and ground yourself in daily and weekly action steps. Knowledge + skills + desire = habits... you are your habits! This action plan is an adaptation of the Leadership Development Plan by Kristin Skarie (Florida Atlantic University), and uses the Appreciative Advising work of Dr. Jennifer Bloom, et al. (2014) with the phases of Disarm, Discover, Dream, Design, Deliver, and Don't Settle as the framework.

**DISARM:** What steps will you take to welcome students and set a tone of respect and open dialogue?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

**DISCOVER:** Document your strengths and challenges as an advisor here – always start with your strengths!

**My Strengths:** \_\_\_\_\_

\_\_\_\_\_

**My Challenges:** \_\_\_\_\_

\_\_\_\_\_

**DREAM:** What is your *Why*? Note the ultimate purpose for your work:

\_\_\_\_\_

\_\_\_\_\_

**DESIGN:** What is your plan for supporting and challenging the students and groups with which you work? Advance preparation brings peace of mind; visit early and often.  
List 3 specific things you can do within the timeframes:

**This week:** \_\_\_\_\_

**This month:** \_\_\_\_\_

**This semester:** \_\_\_\_\_

**This year:** \_\_\_\_\_

**DELIVER:** Advisors often focus on goal setting with students and the groups with which they work, but often fail to consider their own goals. Intentional goal setting is important to understand where it is that you want to go with your work and to have a starting place from which to measure your progress. What goals do you have for working as an advisor?

Goal Areas	Objectives/Tasks	Done?
1.		
2.		
3.		
4.		
5.		

**DON'T SETTLE:** Advising is anything but static. Consider the opportunities that you can take to strengthen your advising skills and continuously grow in your ability to effectively work with students and groups.

1. Projects – signature events, campus committee work, cross-training: \_\_\_\_\_  
\_\_\_\_\_
2. Involvement – organizational membership/leadership, committees, presentations: \_\_\_\_\_  
\_\_\_\_\_
3. Training – certifications, courses, conferences, webinars: \_\_\_\_\_  
\_\_\_\_\_
4. Development – reading, coursework, writing/publication: \_\_\_\_\_  
\_\_\_\_\_
5. Mentoring/Mentee-ing – mutual benefit from your knowledge, skills, and experience: \_\_\_\_\_  
\_\_\_\_\_

*For more information on Appreciative Advising, visit <http://www.appreciativeadvising.net/>*