

The Magical World of Academic Advising: Advising Styles and Personalities Unite!

Presenters:

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Overview

At the 2018 and 2019 NACADA Annual Conferences, two presentations drew large audiences and rave reviews for presenters who used elements of the *Magical World* as metaphors to help us understand the magic of our world of Academic Advising. In this webinar, these presenters join forces to consider how the world of wizards can provide insights to help us become more effective advisors and colleagues.

In the world of “The Boy Who Lived”, wizards (both students and their teachers/advisors) are sorted into four Houses based on their personality traits and values: Badgers are patient, Lions are brave, Eagles are intelligent, and Snakes are ambitious. While we might have some preconceived opinions about which of these characteristics would make for the “ideal” students, advisors, and colleagues, we know that reality requires that in our real world we are able to interact successfully with all types. The presenters will consider how each of us, regardless of our “House” affiliation, can guide our advising approaches and contribute to a holistic working environment. All advising professionals can benefit from this session and non-magic folk are also welcome.

House	Traits	Strengths	Communication Style
Eagle	Charming, Honest, Individualistic, Interesting, Logical, Outspoken, Rational, Wise	<u>Strategic Thinking</u> Analytical, Context, Futuristic, Ideation, Input, Intellection, Learner, Strategic	<u>Blue</u> Accurate, Cautious, Correct, Detail-Oriented, Logical, Methodical, Orderly, Quality-Oriented, Reflective, Systematic, Thorough, Unassuming
Snake	Achiever, Ambitious, Cunning, Deceptive, Determined, Resilient, Resourceful, Strategic	<u>Influencing</u> Activator, Command, Communication, Competition, Maximizer, Self-Assurance, Significance, Woo	<u>Red</u> Ambitious, Competitive, Decisive, Determined, Driven, Independent, Persuasive, Prompt, Resolute, Results-Oriented, Strong-Willed, Time-Conscious
Lion	Brave, Chivalrous, Confident, Daring, Forward, Glamorous, Headstrong, Jokester, Protective, Risk Taker	<u>Executing</u> Achiever, Arranger, Belief, Consistency, Deliberative, Discipline, Focus, Responsibility, Restorative	<u>Yellow</u> Charming, Communicative, Convincing, Creative, Easygoing, Enthusiastic, Flexible, Inspiring, Open, Optimistic, Outgoing, Spontaneous
Badger	Accepting, Defensive, Hard Working, Humble, Just, Kind, Loyal, Moralistic, Nice, Patient	<u>Relationship Building</u> Adaptability, Connectedness, Developer, Empathy, Harmony, Includer, Individualization, Positivity, Relator	<u>Green</u> Calm, Considerate, Discreet, Friendly, Good Listener, Patient, Pleasant, Predictable, Reliable, Stable, Team Player, Thoughtful

References and Resources

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Introduction

	Patricia	Megan	Andrew	Leigh
House	Eagle	Snake	Eagle	Badger
Wooded Weapon	Redwood with Unicorn Hair	English Oak with Dragon Heartstring	Pine with Unicorn Hair	Ash with Phoenix Feather
Protection Spell	Dolphin	White Swan	Fox	Deer

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Advising Approaches at the Magical School



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How is the Magical school like your College or University?

- Many of the issues that our student face are also problems the students at the Magical School have.

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Professor Problems



5

Being a Student Athlete



6

Money Issues



7

Personal Problems



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How is the Boy Wizard like our students?

- The story starts when he is 11 years old but as a new student at school he has many things in common with our students.

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1st Generation Student



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International Student



"He knew immediately from the look Ron was giving him that he was once again revealing his ignorance of the wizarding world. Brought up by the Dursleys, there were many things that wizards took for granted that were revelations to Harry."

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Major Selection



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What would advising look like at the Magical School?

- Would it be centralized/decentralized?
- House advisors?
- Year Level advisors?

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Advising Approaches

- Developmental/Holistic
- Prescriptive
- Appreciative
- Strengths based
- Intrusive/Proactive
- Advising as Coaching

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Developmental Advising

"A systematic process based on a close student-advisor relationship intended to aid students in achieving educational, career, and personal goals through the utilization of the full range of institutional and community resources. Developmental advising relationships focus on identifying and accomplishing life goals, acquiring skills and attitudes that promote intellectual and personal growth, and sharing concerns for each other and for the academic community."

-Grites, T. (2013). Academic Advising Approaches, pg 49

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Prescriptive Advising

- A one-way process where the student has very little to no engagement in the advising process

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Examples of Prescriptive Advising at the Magical School

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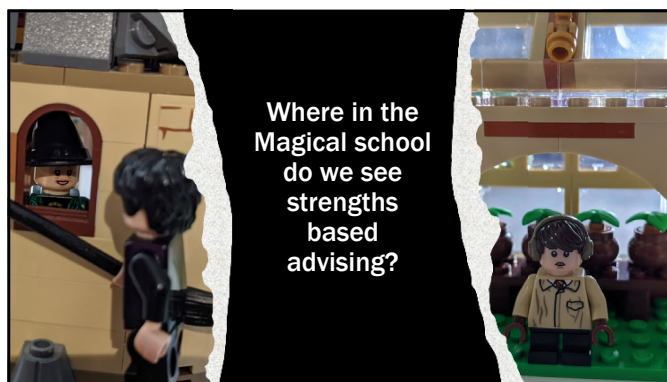
Strengths-based Advising

- Focus on strengths of the student rather than deficiencies
- Three major tools
 - Methods for identifying and affirming students' talents
 - Strategies for helping students envision and plan for their best possible future
 - Techniques to assist student in applying their strengths to new situations and challenges

Schreiner, L. A. (2013). Strengths-Based Advising. *Academic Advising Approaches: Strategies That Teach Students to Make the Most of College* (pp. 105–120).

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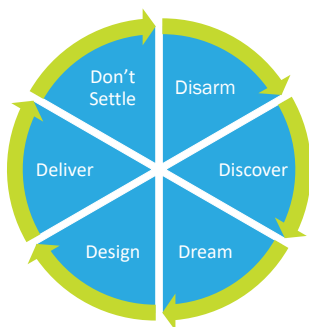


Where in the
Magical school
do we see
strengths
based
advising?

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Appreciative Advising

Six Phases



Bloom, J. L., Hutson, B. L., & He, Y. (2008). *The Appreciative Advising Revolution*.

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Disarm

"Albus Dumbledore had got to his feet. He was beaming at the students, his arms opened wide, as if nothing could have pleased him more than to see them all there."



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Discover

"Dumbledore usually let me find out stuff for myself. He let me try my strength, take risks. This feels like the kind of thing he'd do."



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Dream

"You fail to recognize that it matters not what someone is born, but what they grow to be."



26

Design

"It is our choices, Harry, that show what we truly are, far more than our abilities."

"It does not do to dwell on dreams and forget to live, remember that."



27

Deliver

"We must all face the choice between what is right, and what is easy."



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Don't Settle

"Happiness can be found, even in the darkest of times, if one only remembers to turn on the light."



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Proactive Advising

- Intentional institutional contact with students typically to achieve a specific goal

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Proactive Advising at the Magical School



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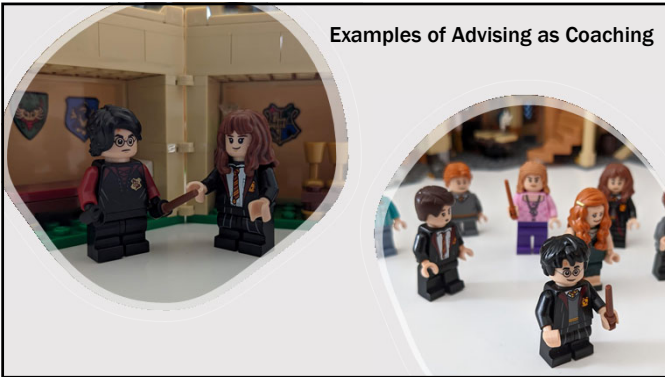
Advising as Coaching

- Different models exist but the main points are relationship building, assessment, feedback. Planning, implementation and evaluation and follow-up.
- Process assists students in the decision-making process while providing on-going feedback and follow up.

Jeffrey, M. C. (2013). Appreciative Advising. *Academic Advising Approaches: Strategies That Teach Students to Make the Most of College* (pp. 159–175).

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Examples of Advising as Coaching



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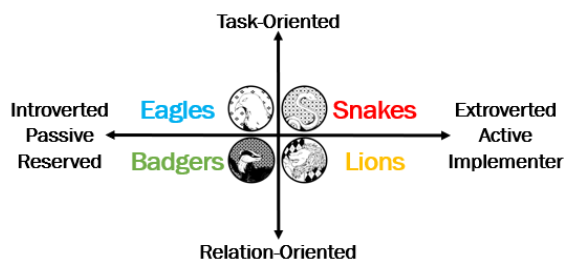
Houses and StrengthsQuest

House	Leadership Domain
Eagle	Strategic Thinking <i>Envisioning goals for the future</i>
Snake	Influencing <i>Soliciting buy-in from third parties</i>
Lion	Executing <i>Implementing solutions</i>
Badger	Relationship Building <i>Solidifying connections beyond the task</i>

Clifton, D. O., Anderson, E., Schreiner, L. A. (2006). *StrengthsQuest: Discover and develop your strengths in academics, career, and beyond.*

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Houses and Communication Styles



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Erikson, T. (2019). *Surrounded by idiots* (M. Pender & R. Bradbury, Trans.). St. Martin's Essentials.

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Eagles

Traits

- Charming
- Honest
- Individualistic
- Logical
- Rational



Strategic Thinking

- Analytical
- Futuristic
- Ideation
- Input
- Strategic

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Communicating with an Eagle



Traits of Blues

- Accurate
- Cautious
- Correct
- Detailed-Oriented
- Logical
- Methodical
- Orderly
- Quality-Oriented
- Reflective
- Systematic
- Thorough
- Unassuming

How to Communicate

- Prepare facts and arguments
- Ask for input

What Not to Do

- Give tight deadlines
- Provide a lack of structure

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Eagles in the Office



Collaboration

- Serve as the office think tank
 - Research an issue and identify historical practice
 - Generate alternative solutions/outcomes for projects

Projects

- Programming
 - Curriculum development
- Explanations
 - Policies and procedures

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Snakes



Traits

- Achiever
- Ambitious
- Deceptive
- Determined
- Resourceful



Influencing

- Activator
- Command
- Communication
- Maximizer
- Significance

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Communicating with a Snake



Traits of Reds

- Ambitious
- Competitive
- Decisive
- Determined
- Driven
- Independent
- Persuasive
- Prompt
- Resolute
- Results-Oriented
- Strong-Willed
- Time-Conscious

How to Communicate

- Be sincere and direct
- Stay strong and firm

What Not to Do

- Beat around the bush
- Take too long

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Snakes in the Office



Collaboration

- Develop a vision
- Set comparable goals
- Utilize talents and strengths of others

Projects

- Policy making
 - For the office and campus
 - Planning and reasoning
 - Controlling exemptions
- Data
 - Present it "fairly"

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Lions



Traits

- Confident
- Forward
- Headstrong
- Jokester
- Risk taker



Executing

- Arranger
- Belief
- Consistency
- Focus
- Responsibility

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Communicating with a Lion



Traits of Yellows

- Charming
- Communicative
- Convincing
- Creative
- Easygoing
- Flexible
- Enthusiastic
- Inspiring
- Open
- Optimistic
- Outgoing
- Spontaneous

How to Communicate

- Tell a joke
- Have a detailed list (for yourself)

What Not to Do

- Isolate or place them in solitary conditions
- Emit negative energy

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Lions in the Office



Collaboration

- Serve as project lead
 - Coordinate teams based on strengths and weaknesses
 - Encourage perseverance

Projects

- Activities and events
 - Securing funding
 - Executing logistics

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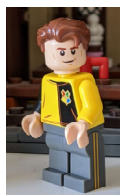
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Badgers



Traits

- Accepting
- Defensive
- Hard working
- Kind
- Moralistic



Relationship Building

- Connectedness
- Empathy
- Harmony
- Includer
- Positivity

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Communicating with a Badger



Traits of Greens

- Calm
- Considerate
- Discreet
- Friendly
- Good Listener
- Patient
- Pleasant
- Predictable
- Reliable
- Stable
- Team Player
- Thoughtful

How to Communicate

- Schedule one-on-one meetings

What Not to Do

- Personally attack them
- Suddenly change plans

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Badgers in the Office



Collaboration

- Provide general support
 - Quick support for duties as they arise
 - Respond to unanticipated issues
 - Enhance team experience

Projects

- Relationship building
 - Training student employees
- Messaging
 - Crafting communication with students

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Traits/Strengths are NOT House-Exclusive

Every House has

- Creativity
- Ambition
- Nerve
- Loyalty
- "A certain disregard for the rules."

Traits influence action

Every colleague may have Strengths in

- Strategic Thinking
- Influencing
- Executing
- Relationship Building

Varied Strengths empower offices

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Diversity of House Means...

- Varying approaches and styles
 - Learn and adapt to the present situation
- Differing analyses and conclusions
 - See more angles, impacts, and consequences
- Contrasting personalities and abilities
 - Utilize strengths to enhance projects and programs
- Build a cohesive and complementary team
 - Communicating in a variety of ways to improve message delivery and interpretation

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