

The New Advisor Guidebook: Mastering the art of advising

Chapter 17 - Advisor Growth and Development

Reader Learning Outcomes

Readers will:

- Create a self-directed training plan including activities within the informational, conceptual, and relational components of academic advising
- Consider logistical issues (e.g., timing) in implementation of the plan
- Include key training elements within the plan including goal setting, benchmarking, use of technology, opportunities, materials, and resources
- Design an assessment plan including ongoing evaluation of the plan

Aiming for Excellence discussion questions and activities

- Keep an advising journal in which you note your successes as well as frustrations. Consider the reasons that certain appointments went well and others were disappointing.
- Talk through successes and frustrations with a colleague or supervisor. Ask them how they would have handled specific student situations.
- For charting your development as an advisor, revisit the New Advisor Development Chart at benchmark times, typically 3, 6, 9, and 12 months. At each benchmark, self-identify your status with regard to the conceptual, informational, relational components of advising and set new goals for mastering each component.