

Tips on the Art of Advising

What is an Advisor?

First and foremost, an advisor is an educator in a non-traditional classroom. The advisor uses personal expertise and perspective to stimulate individual development of members and the overall development of the organization.

Competencies and Tips

- An essential skill for an advisor is the ability to accurately assess the group's situation and adapt an appropriate intervention strategy, which matches the needs of the group.
- The advisor must serve as a resource person.
- Tactful honesty is a most valued interpersonal quality.
- The advisor must possess a sincere belief in the group and its goals, and supports the goals enthusiastically.
- The advisor should never underestimate the importance and power of positive reinforcement.
- Each student needs a balance of challenge and support. Both components are essential for maximum growth.
- "People support what they help create." Students need to feel ownership and active participation.
- The advisor must establish his expectations of the group, and the members of the group must establish their expectations of the advisor. Mutual expectations minimize confusion.
- An advisor truly has the potential to impact positively with the group and can assist in the development of leaders and members in an organizational setting.

Outside of Work

1. Be a role model.
2. Maintain a balance between being a friend and professional advisor.
3. Maintain your credibility.