

## **A Developmental Advising Approach**

Developmental advising is a systematic process based on a close student-advisor relationship and intended to aid students in achieving educational, career, and personal goals through the use of the full range of institutional and community resources.

~Winston, Miller, Ender and Grites

Developmental advising facilitates student learning and success while focusing on the student's instructional program and the relationship between the program and the student's educational and life goals. The following three characteristics are key components of effective developmental advising:

1. A caring relationship
2. Shared responsibility among the student, advisor, and institution that empowers students and leads toward greater self-directedness
3. Maximizes referrals and use of institutional resources

## **Using a Developmental Advising Approach**

Some advisors naturally use developmental advising techniques while others have developed those skills over time. If you would like to use a more developmental approach to advising, you can begin by asking your advisees the following questions:

1. What do you hope to eventually do with your life?
2. What major or majors are you considering and why? (For example, is it to prepare for a career? Is the student very interested in that area of study? Does the student believe it will lead to a high paying or prestigious job?)
3. Are there any special situations that we need to consider in planning your educational program? (For example, how many hours per week does the student work? Does s/he have parenting responsibilities? Does the student have a disability?)

Developmental advising enhances student success and helps develop a mutually rewarding relationship between the advisor and advisee. It is a good way to move advising sessions beyond course scheduling. If you would like to enhance the quality of your advising sessions and increase opportunities for teachable moments, try using a developmental advising approach. For additional academic advising resources, visit <http://www.nacada.ksu.edu/Clearinghouse/AdvisingIssues/index.htm>.