

Student Case Study

Julie has always been a top student. She has succeeded in balancing her social and academic lives well during her college years.

Toward the end of the fall semester of her senior year, Julie’s academic adviser noticed she had become more withdrawn. Julie stopped showing up for advising meetings and missed an appointment to work on her resume in preparation for a job search.

Top five strengths: Context, Achiever, Includer, Belief, and Woo

- What might be the cause of the change in Julie’s engagement level?
- How might her current engagement level affect her performance outcomes?
- As Julie’s adviser, which of her strengths could you help her use to increase her engagement and resume her high levels of performance?

Executing	Influencing	Relationship Building	Strategic Thinking
<i>Makes things happen</i>	<i>Take charge speak up types; advocates</i>	<i>Hold teams together; reach out</i>	<i>Information Analyzers; visionaries</i>
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic

Strengths initiatives must start with a mindset that EVERY STUDENT:

- has potential, abilities, and strengths
- can achieve
- can contribute positively
- wants to learn and succeed
- wants to be recognized

“WHAT will
 HAPPEN
 when we **think about**
 what is **right**
 with people **rather than**
 FIXATING
 on what is **wrong**
 with them?”

Donald O. Clifton



Strengthen Your Advising

Think about a time in your professional/personal life when you were really AT YOUR BEST! A time when you showed excellence in your performance. A time when you were proud of your accomplishment.

- What was the situation/project?

- How would you describe yourself during this moment?

- How would a colleague describe you during this moment?

One Key Strength	
I'm an adviser who uses this strength to:	
How this strength helps me:	
How this strength hinders:	
You get the best out of me when:	
The value I bring to the group is:	

Joanna has been working as a career adviser for over 15 years. She was recently passed over for the job of department head. Someone younger with less experience, but with many new ideas and a lot of energy, got the position instead. Typically, Joanna produced consistent work and met with students regularly during her office hours.

Recently, however, she has closed her office door during the day and hung up a “Do not disturb” sign. She has stopped showing up to department meetings, but when she does attend, she is tardy and is visibly unhappy about being there. Her contributions during the meetings are often disgruntled complaints, and she offers no constructive solutions. A few students have made formal requests to change counselors.

Top five strengths: Discipline, Futuristic, Input, Developer, and Consistency

- What is Joanna’s level of professional engagement?
- What might be the cause of her level of engagement?
- How might this affect Joanna’s relationships with students?
- How might this affect her relationships with colleagues?
- If you were Joanna’s supervisor, which of her strengths could you help her use to