TEACHING SOFT SKILLS IN ADVISING

The D.O.U.G.I.E. Method

**D**ECISION **M**AKING
Give student agency - Listen to inner voice - Use open-ended dialogue - Take values into account - Take personal expectations into account - Ask probing questions - Find a safe place - Turn off inner critic - Don’t be afraid to be creative

**O**WNSHIP
Ask for opinions - Provide choices and alternatives - Provide facts - Take a step back and allow the student to determine outcome

**U**TLIZING INTERPERSONAL **S**KILLS
Promote internships & volunteer opportunities - Demonstrate active listening - Encourage student assertiveness - Guide student through healthy conflict resolution strategies

**G**ROWTH **M**INDSET
Positive reinforcement - Take a holistic overview of each student - Embrace/normalize failure & setbacks - Encourage a ‘not yet’ mentality - Mindset GPS (Growth, Purpose, Social)

**I**NITIATIVE
Utilize the power of the nudge - Help students develop problem-solving skills - Encourage growth & stepping out of their comfort zone

**E**FFECTIVE **C**OMMUNICATION
Ask for clarification - Don’t just make the leap - Utilize open-ended questions - Demonstrate empathy - Participate in role-play - Encourage introspection