

The Many Hats of an Advisor (Advisor Roles)

The following are some of the hats advisors may wear while working with students:

- **Mentor**
Students may approach you for help with the organization, their academic and professional development, and personal development. The relationships you build with students can be rewarding for both the student and you as a mentor.
- **Team Builder**
As an organization's dynamics change, you may need to assist the organization in coming together as a team. The more an organization is able to work as a team, the better equipped they are to succeed and work through the conflicts and difficulties they may face. Planning a workshop for the organization may be beneficial, whether you choose to act as the facilitator or take a step back, engaging and empowering organization officers as workshop facilitators. If you have trouble or need help planning a workshop, the Office of Campus Activities can help!
- **Conflict Mediator**
Students working together in an organization may come into conflict with one another about the many dimensions of an organization. Helping the students work together and reminding that they are both working in the interest of the organization can be the first step in resolving conflict. The students may not always be aware that their actions or attitudes are affecting others and, potentially, the entire organization. Speaking with students individually, in small groups, or as the full organization can help to clear the air for productive discussion and progress within the organization.
- **Reflective Agent**
Reflection is an essential piece of student development and learning from co-curricular activities. To maintain a reflective dialogue, remember to allow students to speak first and then follow up with an honest assessment from you as their advisor. Remember that any feedback you do provide to students should be constructive and presented in conjunction to examples. It is then important to talk the student through improving upon their weaknesses and the ways in which you can assist them. Reflection isn't only needed in times of failure; student successes deserve equal attention and reflection!
- **Educator**
Despite the positive relationships you may build with the students, sometimes you will need to remember that you are not driving the car, but riding in the back seat. What does this mean? By not taking action, students are empowered and will be more likely to own the decisions they make. Sometimes students will succeed, while other times they may fail. As an educator, you have enabled the student to learn. You can now put on your reflective agent hat and provide students an environment where they can reflect.
- **Motivator**
Organization advisors often act as the organization's cheerleader, keeping them motivated and pushing forward. Motivation can come in many forms; including reminders of goals, recognition of efforts, making connections, words of encouragement, etc.
- **Policy Interpreter**
Student organizations are held to the policies outlined in the BGSU Student Handbook and any other policies or changes implemented throughout the year. An advisor that is well-versed on the organization's policies and university wide policies will be able to assist the organization in doing things appropriately.

For more information go to www.bgsu.edu/getinvolved or stop by the Office of Campus Activities in 401 Bowen-Thompson Student Union.