I. Act as a resourceful point person
   a. Formulate advisory board, including sponsor (for opportunities),
      developer (a hands-on editor), insider (a near-peer just ahead in the
      major) and sage advice/spiritual guide
   b. Tap into college infrastructure for resources (e.g., peer mentoring)

II. Key strategies
   a. Be approachable (rather than trying to be similar)
   b. Show your knowledge using examples of alums or other data

III. Offer a healthy dose of entitlement
   a. Demonstrate how to go after experiences. Plant seeds of interest.
   b. Provide student with email scripts or other strategies to help gain
      access and to avoid burdening the potential resource.
   c. Encourage students not to be overlooked- go to office hours, etc.
   d. Jobs differ-- some have access to faculty or good experience.
   e. Normalize need for resources especially when striving for excellence

IV. Keep learning (so you are closer to “getting it”)
   a. Use other advisors or experts as a sounding board
   b. Refer students to others (but be specific, so as to be helpful)
   c. Identify offices, key people, activities to foster growth

V. Work on your wording
   a. Communicate open mind, high standards and confidence in student—l
      want you to succeed and I know you are capable. Let’s look at options.
   b. Show helpfulness and interest—let me think about who to call.