

Moving from Transactional to Transformational: Enhancing Student Counseling Practices



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AGENDA

- I. Welcome
- II. Transactional vs. Transformational
- III. Reflective Activity: Developing Students
- IV. Share out/ Discussion
- V. Counseling and Consumerism
- VI. Addressing Equity in the Counseling Department
- VII. Get to Work: Identify Policies and Practices
- VIII. Strategic Plan
- IX. Closing



**TRANSACTIONAL vs.
TRANSFORMATIONAL**

Spiritual meaning of the butterfly:
encompasses transformation
rebirth
personal growth
journey of self-discovery
the ability to change & evolve



Butterfly Effect:

The butterfly effect is a concept that describes how small changes can lead to big consequences.

Change starts with us...

Transactional → Transformative

- How do you show up to work everyday?
- Through which lens do you see students?
- What do you want the student to remember from your interaction?
- How does the student leave your office?

"We do not have to love. We choose to love."
Bell Hooks

"What you choose to say and do will determine how you want to be remembered..."
Chris Emdin

REFLECT (5 minutes)

Think About a Time that you impacted a student Positively in Counseling:

- What practices did you engage in?
- What about the Outcomes made you feel successful?
- What about the session was transformational vs. Transactional?



SHARE OUT- small group



Identify key themes/practices that emerged

DISCUSSION



- Imagine if we poured this amount of hope, love and support into each one of our sessions.
- How do we **INTENTIONALLY** embed these high impact practices into **COUNSELING**?



Consumerism



**COUNSELING vs.
CONSUMERISM**

ADDRESSING EQUITY IN THE COUNSELING DEPARTMENT



What happens outside of the counseling appointment, BUT within the Department that impacts students?



How do we best utilize Counseling Department meetings to address EQUITY RELATED issues ?



When do we do a thorough review of counseling policies, practices, procedures, language, classified professional staff, technology etc. ?



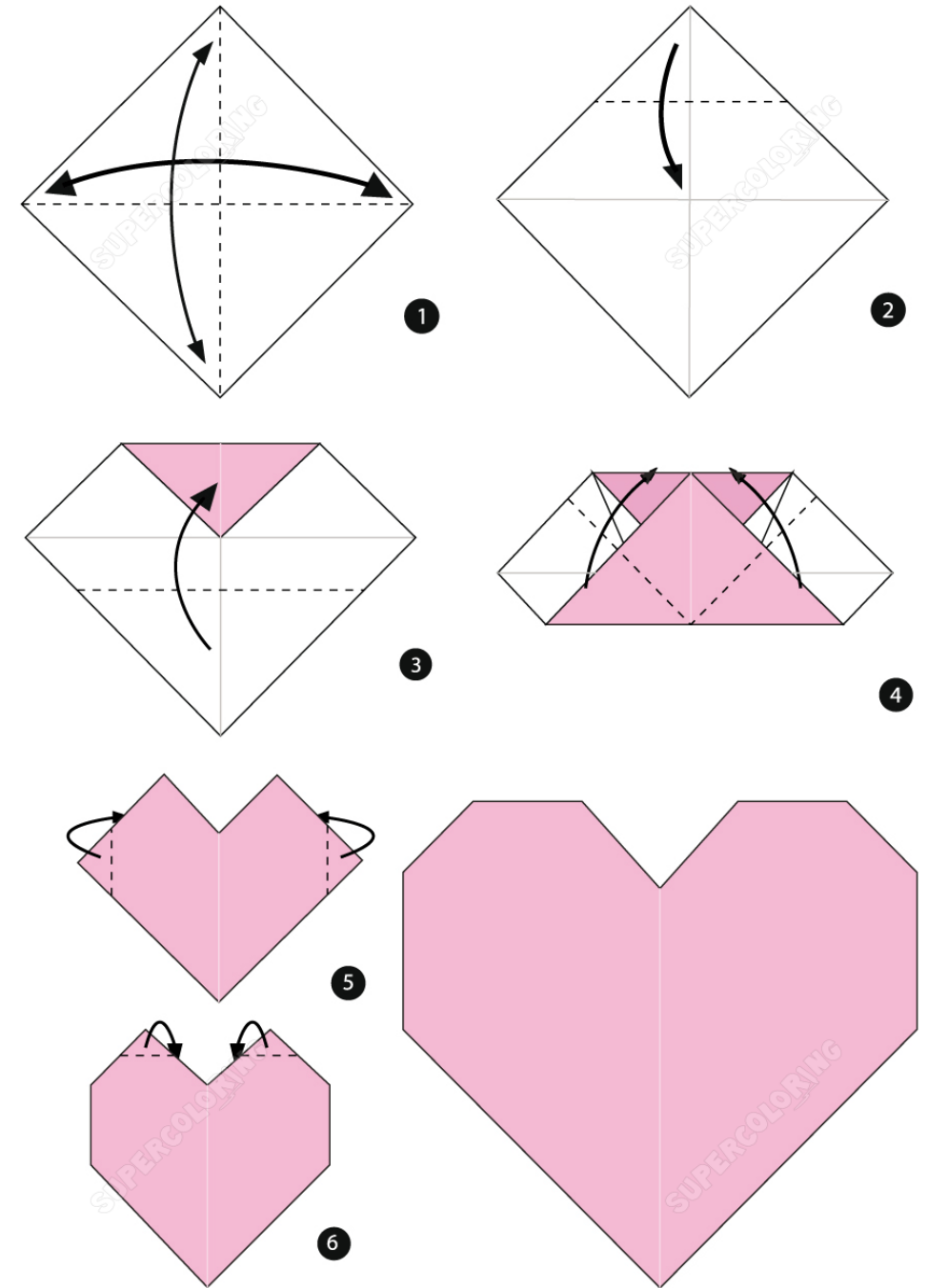
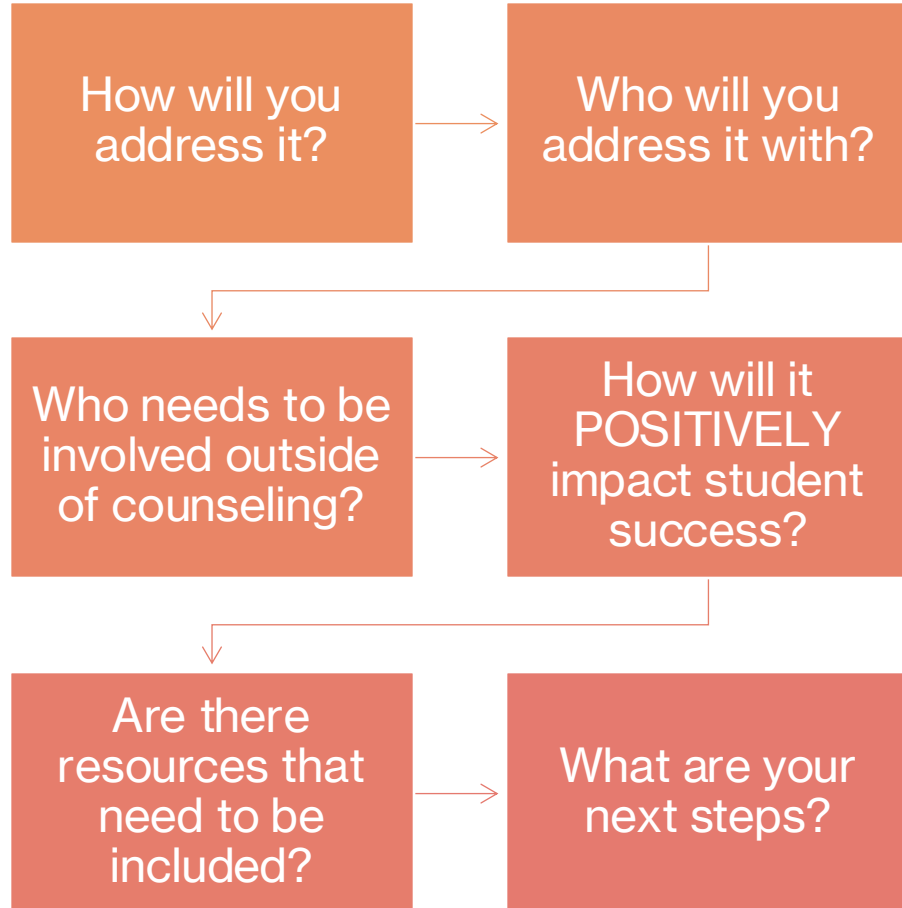
At your Institution how is Counseling situated as it relates to organizational structure, resource support, leadership college culture etc... ?





**IDENTIFY A POLICY OR PRACTICE
THAT YOU WANT TO ADDRESS**

CREATE A PLAN



**FINAL
THOUGHTS?**

