**SUCCESS COACHING** is an educational process that significantly enhances the academic achievements and the college engagement of students. Digging a little deeper into the definition, we see that:

1. *Success coaching is a process.* As a process, that means it involves steps/parts and will take time. This process helps students to define, achieve, and act-on realistic college goals faster and with greater ease than would otherwise be possible without their success coach.

2. *The success coaching process is educational in nature.* Defiance College trains and utilizes success coaches for their existing knowledge, skills, and expertise as well as their ability to work effectively with students. Success coaches understand the unique and diverse needs of college students and have the knowledge and skills to assist students in their personal growth and development.

3. *The result of success coaching is academic achievement and greater college engagement.* Success coaching is about enhancing a student’s ability to achieve their college goals in and out of the classroom.

**Defiance College Success Coaches** meet one-on-one with undergraduate students to build connections, educate students about college resources, and develop personal plans to facilitate student success.

---

**GUIDING PRINCIPLES (HOW SUCCESS COACHING WORKS):**

- Embrace a Student-Driven Approach
- Encourage Appreciation of Diversity
- Promote Engagement
- Be Proactive
- Strive for Meaningful, Authentic Relationships
- Maintain Professionalism

**TOPICS THAT MAY BE COVERED IN A SUCCESS COACHING APPOINTMENT:**

- Study Skills (methods for note taking, how best to prepare for exams, etc.)
- Academic Planning (Goal setting, identifying issues resulting in change of Academic Standing, developing strategies to improve academic performance)
- Time Management (Juggling work, school, and life)
- Getting to Know Your Faculty
- Self-Awareness (Helping students understand strengths, values, interests, purpose, and passion, and how to be responsible for their own actions and decisions)
- Career exploration
- Referrals (Counseling Center, Career Development, and Academic Advising)
HOW STUDENTS ARE COACHED

Academic Coaching
- Help students develop an educational plan that fits their goals yet meets the requirements for their program of study.
- Demonstrating to students how to check on their own academic progress
- Challenge and support students to meet their academic goals
- Help students navigate through academic policies and system-wide graduation requirements

Career Coaching
- Encourage engagement and reflection of multiple career options within their major
- Help prepare students for their steps towards and after graduation
- Challenge and support students to create their career path(s)

Life Coaching
- Support students through the transition to their college career
- Support students through personal impacts that can happen during a college education and direct students to the appropriate resources

LEARNING WITH STUDENT SUCCESS COACHES

As coaches work with students at DC, learning and student development outcomes (SDO’s) are the core. The SDO’s listed below are part of how students are coached so they better understand how they will grow and develop and be able to articulate their knowledge and skills to others in their experiences beyond college.

- Responsibility and Accountability
  - Take in information to make decisions and accept the impacts to their decisions
- Independence and Interdependence
  - Learn to balance working independently and asking for help when needed
- Goal Orientation
  - Able to develop plans and motivate self to reach goals
- Self-Awareness
  - Identify and assess personal strengths and talents and recognize shortcomings
- Resilience
  - Able to recover and persevere through setbacks or disappointments
- Appreciation of Difference
  - Can work outside “comfort zone” and learn to work with others different from themselves
- Tolerance of Ambiguity
  - Able to understand and navigate through uncertainty

Success Coaching Program Mission:
The Success Coaches of Defiance College are committed to building growth-oriented relationships that inspire students to achieve academic and personal goals. While helping students develop intellectually, emotionally, and socially, we will serve as guides for sustainable success and empower students to connect to DC and their community.