

Yada!

ASSESSMENT

RESIDENT ASSISTANT GUIDE

INTRODUCTION

Resident Assistant. House Fellow. Peer Advisor. Community Mentor. Senior Resident. No matter what you call it, your job requires many roles and responsibilities, including community programming, enforcer of standards and rules, security duties, and, yes, sometimes para-counseling.

And that last one can sometimes be dicey. After all, you're probably not a psychologist - or even a psych major. But you can make or break a student's experience by how you create community and interact with your residence. Of course, you will also be faced with contentious roommate quarrels. It can't be helped. Conflict comes with the territory of dorm life.

This brief guide is built on the assumption that you have taken the Yada Assessment yourself - and so have all of your residents. In fact, we hope you've already used Yada as a community building tool for dorm life (helping students get to know each other as well as themselves) and maybe even had your residents post their Yada Snapshot on their doors.

We'd love to hear from you about your experiences with Yada. And, of course, we are always eager to hear any suggestions you have that can improve this tool for you. Contact us at

I never teach
my pupils, I only
provide the
conditions in
which they can
learn.

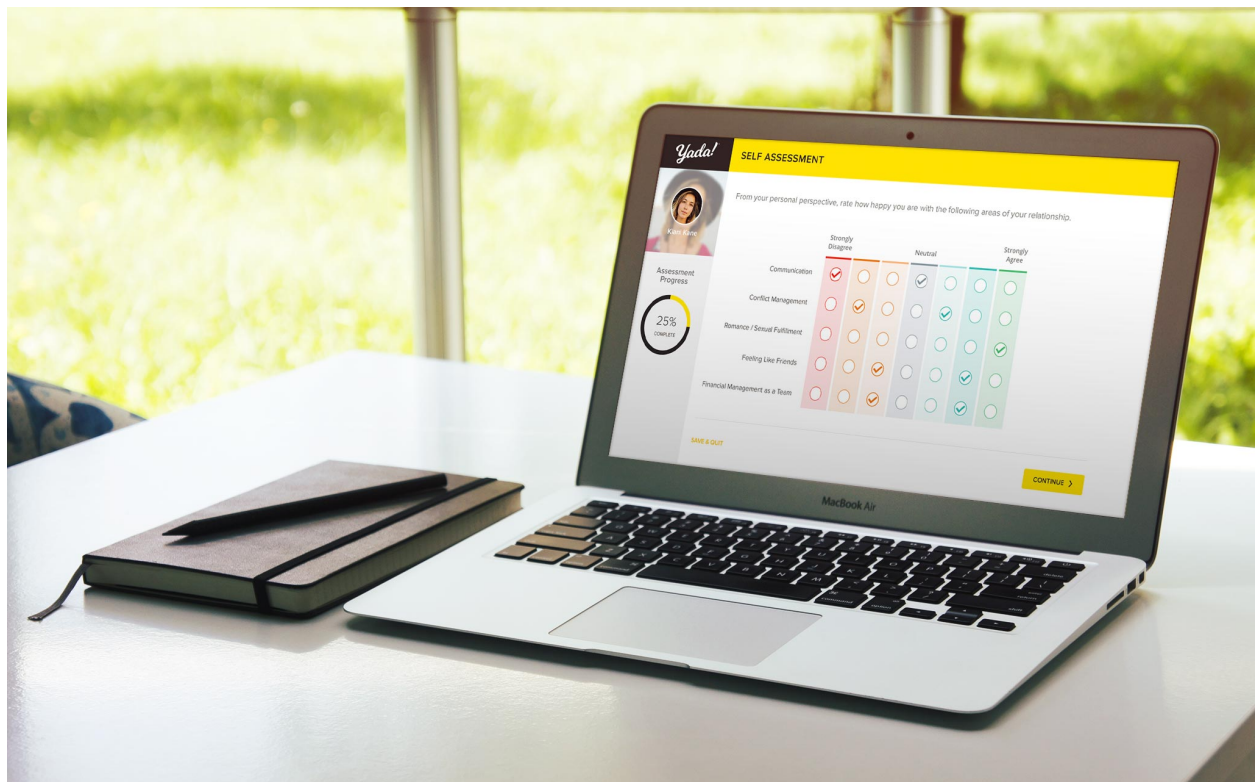
- ALBERT EINSTEIN

QUICK TIPS FOR USING YADA IN RESIDENCE LIFE

Every group/class using YADA is unique but here are eight steps they all have in common.

1. ENSURE THAT EVERYONE HAS TAKEN YADA

Your school has probably already taken care of this, but just in case you need it, students can onboard at yada.com. Oh, and make sure you've taken it yourself. That gives you credibility with your residents as well as some inside into what they are experiencing with the too.



2. USE THE YADA SNAPSHOT

If you're not already aware of it, in addition the full Yada Report, every student also receives a Yada Snapshot. The one-pager provides the most important information from their report all on one page - along with their name in large type and their photo. This is ideal for posting on their residence hall door. Why? Two reasons: First, it is a great visual identifier for all of your residence so that you can easily associate their name with their face. This is great for you as well as all your residents. Second, it provides a great conversation starter for students as they get to know each other (and you get to know them). Seeing what their personality type is, for example, is an easy way to start a conversation ("So you are a fast-paced. Me too!"). So consider having every student post their Yada Snapshot, if only for the first week or two of the semester.

3. UNDERSTAND THE FULL PICTURE OF YADA ROOMMATE MATCHES

If your university is using Yada as a tool for helping student find compatible roommates, be aware that there's no such thing as a perfect match. Yada, through a complex algorithm, simply creates the optimal combination of lifestyle and personality factors for success. But that's just the start. The other part of the equation is just as important: Learning relationship skills for maximizing your match. This is key.

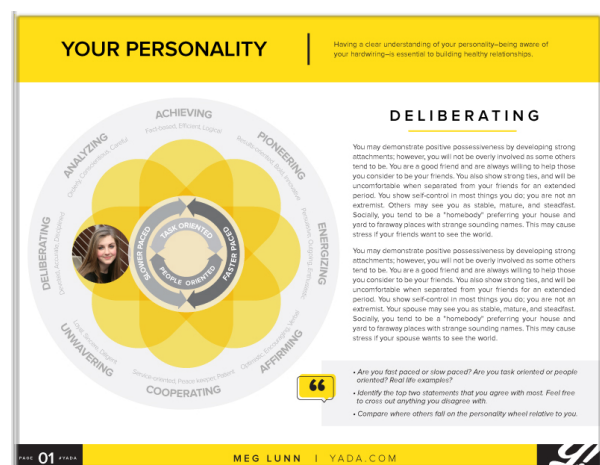
It means learning to better communicate with each other, manage conflict when it arises, understand differing approaches to time, organization and schedules. In short, it means increasing one's capacity for empathy. So, even though Yada has helped to create compatible matches, those matches don't stand a chance unless they are coupled with relationship skills. Of course, a student's Yada Report can do that in and of itself. But you might also consider conducting a brief presentation on it.

4. CONSIDER A BRIEF PRESENTATION

If you take even a few minutes to help you residents understand the importance of working together to build pleasant relationships throughout the year, it can have a significant payoff. And Yada makes it easy.

You don't need to make it a big deal and you don't have to come up with a seminar. Just a cursory exploration of a couple of the Yada pages together can go a long way in helping you curb conflict before it even happens. In fact, depending on your setting, you might find our slide deck - available in both Keynote and PowerPoint - to be helpful. It makes it easy to display sections of each page. The deck is customizable so you can also edit as you like to make it your own.

Highlight a portion of the personality page, for example, and have residents briefly discuss the results in dyads or small groups (the slide deck can help you do this). You can then bring the students back together for a larger discussion, asking a few students to



share what they learned. Of course, the point of incorporating a brief presentation into a residence hall meeting is to help residents build better relationships. If this is of interest to you, you can download the slide deck, as well as a complete Yada Leaders Guide, from your leader dashboard at yada.com. Both are complimentary.

5. EXPLORE THE YADA ROOMMATE GUIDE

Each of your residents has access to a guide filled with tips on building healthy roommate relationships. Be sure to review the guide yourself so that you are in-the-know about what your residents are seeing. You might want to augment this guide with your own suggestions and tips for students.

6. USE YADA TO HELP MANAGE CONFLICT

Conflict among roommates is almost inevitable. And when those conflicts get bad enough, you're going to hear about it. In fact, you're going to be called upon to mediate. Two distraught roomies will knock on your door - each wanting you to take their side - as you step into the fray. What to do? Up to now, after a little coaching and training from your university, you were pretty much left to your own devices. But the Yada Assessment is here to help. This tool can be a game-changer in certain circumstances. How? By using a couple or more pages of the Yada Report to help distraught roommates see each other's perspective. That's the point, after all. Empathy - that capacity to accurately see the world from another person's perspective - is one of the best gifts you will ever give your students. And that's what Yada does.



For example, let's say you have two roommate who are bent out of shape over seeming incompatibility on numerous fronts. Have them share with you their two personality pages and explore how each of them is hardwired. Talk about how they are the same or different and why this is adding to the turmoil between them. Do you best to have them put themselves in each other's shoes by understanding their roommate's personality (you can use both "Your Personality" and "Personality Detail" for this. In the context of this discussion, have them talk with you about what the other person is

saying and how they can better accommodate their roommate.

You'll also find it helpful to use their two conflict pages of their reports as well. Help them understand their two "fight types" and how their combination can both exacerbate as well as calm the conflict. Ask each of them what advice they would give themselves if they were being objective.