

The following lists are provided so that an advisor may have a better idea of the types of problems one may face with an organization. This list is not all-inclusive, but may serve as a guide for the advisor.

Leadership Problems

- The leader does not consult with the organization before making significant decisions
- The leader appears incompetent because he/she does not have self-confidence, is non-assertive, and lacks an interest in the organization
- A rivalry exists between leaders in the organization.
- The leader has work overload, and too many time-conflicts

Membership Problems

- Low attendance at meetings and events
- Members have low satisfaction and morale, are bored, do not communicate well, feel left out, are apathetic, or appear to be incompetent
- Members compete for attention
- An individual member's goals differ from those of the organization.
- Lack of trust among members
- Programs that fail
- Lack of ideas

Organizational Problems

- Meetings are disorganized
- Meetings are too long
- The organization suffers from financial problems
- There is no continuity from one year to the next
- There is a failure to complete the organization's administrative tasks
- The organization has no "plan of action"

Inner-Organization Problems

- Disagreement between an organization and other student organizations
- Disagreement with institutional policies and procedures

Advisor Problems

- Organization members avoid the advisor
- Organization members do not pay attention to advisor's advice
- The advisor is overwhelmed by their responsibility
- The advisor assumes a leadership function

Adapted from Lorenz, N. & Shipton, W. (1984). A Practical Approach to Group Advising and Problem Solving. A Handbook for Student Group Advisers. Schuh, J.H. (Ed.). American College Personnel Association.