

BUILD & MAINTAIN YOUR PERSONAL BOARD OF ADVISORS

Role: _____
Name: _____

Role: _____
Name: _____

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Name: _____

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Name: _____

Role: _____
Name: _____

Role: _____
Name: _____

Role: _____
Name: _____

Role: _____
Name: _____

Functional Mentor

- 5-10 more years of exp.
- Was in your shoes before
- Aligned priorities

Buddy

- Within ~3 years of exp.
- Informal advice
- Tactical feedback

Ally

- Somebody different
- Gender, Race, Religion, Culture
- See things from another perspective

Cross-Functional Mentor

- 5-10 more years of exp.
- Different roles and jobs
- From another team

Champion

- 2+ levels above you
- Organization values
- Career steps & guidance

Accountability Partner

- Checks in on the real you
- Ensures balance is built in
- Cares for you as a person
- Mental health partner

Supervisor/Manager

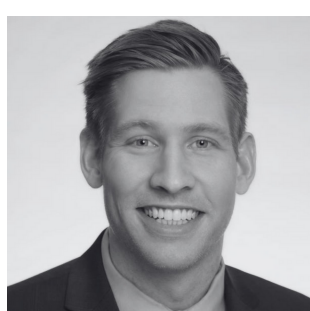
- Signs your time card
- Performance reviews
- "Know what's expected"

Sponsor

- Superconnector
- Advocates outside 1:1's
- Brings you into convos

Others to consider....

- **Mentee**
- **HR Biz Partner**
- **Successor**
- **Coach**
- **Somebody new...**



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