

Create Your Support Network



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THE CAREER RESET

The Support Network Overview



SUPPORTER	THEIR PURPOSE	KEY BENEFITS	HOW TO LEVERAGE	WHO MAKES A GOOD ONE
FAN	The people who are always on your side	<ul style="list-style-type: none"> Safe place Relax and take your guard down Easier to hear tough feedback 	<ul style="list-style-type: none"> When you need to vent When you need friendly advice Support behavioural changes/new habits Great wing(wo)man 	<ul style="list-style-type: none"> A friend or trusted colleague
MENTOR	The people who offer sage advice, guidance and inspiration	<ul style="list-style-type: none"> Avoid missteps - learn from their experience 	<ul style="list-style-type: none"> A specific growth goal Improve a behavioural blindspot Guidance handling a specific kind of project Get visibility for your brand 	<ul style="list-style-type: none"> Someone you know Experienced in what you need to learn/do
INFLUENCER	The people inside your career who influence your success	<ul style="list-style-type: none"> Easier path to your goal Know the parameters of success Manage perceptions Widen your reach of influence 	<ul style="list-style-type: none"> Find ways to get visibility Meet with them formally or informally for feedback, project catch-ups or advice 	<ul style="list-style-type: none"> The main/most influential people who have direct influence over you achieving your identified goal
ADVOCATE	The people you work with who you want to have a good impression of you	<ul style="list-style-type: none"> Makes the path to goals easier Expands the reach of people who see your value 	<ul style="list-style-type: none"> Consciously show up as your best self whenever you're interacting with these people Pick the people based on the goal 	<ul style="list-style-type: none"> The people you work with all the time, e.g. reports, peers, reports of peers, peers of your boss, clients, suppliers, etc.
COACH	The person you hire to keep you on track mentally, emotionally and tactically	<ul style="list-style-type: none"> Set deeper goals Get past fears that hold you back Take action 	<ul style="list-style-type: none"> Address leadership/style challenges Build confidence and self-esteem Overcome/Tackle a big challenge Make a tough decision 	<ul style="list-style-type: none"> Click here to help you find the one that's right for you

Building Your Support Network



In order to make your support network strategic, it must align with your career priorities. If you've completed the BUILD YOUR CAREER PLAN training module, then you have already established your 6-9 priorities for the next year.

If you haven't, but you already know what you want your priorities to be, you can list those priorities here.

Day 1:

WHAT ARE YOUR TOP 6-9 BIG THINGS YOU WANT TO WORK ON OVER THE NEXT 12 MONTHS.

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____

Day 2 + 3:

For each of your goals, identify the types of support network roles you believe would help you get to your goal faster and why.

Goal #1:

ROLES:

WHY?

Goal #2:

ROLES:

WHY?

Goal #3:

ROLES:

WHY?

Goal #4:

ROLES:

WHY?

Goal #5:

ROLES:

WHY?

Goal #6:

ROLES:

WHY?

Goal #7:

ROLES:

WHY?

Goal #8:

ROLES:

WHY?

Goal #9:

ROLES:

WHY?

Day 4 + 5:

For each specific support role within, identify your objective. How do you want to leverage each of these roles in your overall plan? Refer to the support network overview to remind you the best way to leverage each role.

Additionally, list the specific people you think may fit into each of these roles. My recommendation is to list more than you need in case your first picks don't work out. Good news is you already have a coach to help you!

Example:

Goal #1: DEVELOP STRONGER RELATIONSHIP WITH MY BOSS

ROLE:

HOW TO USE THEM

Coach

manage my mind for a more productive and effective relationship

Influencer

2-3 internal leaders in key departments/vendors to get guidance on the best way to improve my impact in their organizations, and give me guidance on progress.

Goal #1:

ROLE:

HOW TO USE THEM

Goal #2:

ROLE:

HOW TO USE THEM

Goal #3:

ROLE:	HOW TO USE THEM
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Goal #4:

ROLE:	HOW TO USE THEM
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Goal #5:

ROLE:

HOW TO USE THEM

Goal #6:

ROLE:

HOW TO USE THEM

Goal #7:

ROLE:	HOW TO USE THEM
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Goal #8:

ROLE:	HOW TO USE THEM
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Goal #9:

ROLE:

HOW TO USE THEM

Day 6:

Identify your engagement strategy for each role. An engagement strategy is the consistency with which you nurture this relationship. If you are meeting with a coach, mentor or influencer, how often will you engage with them and how

Example

COACH: Meet once/wk Zoom video conference

MENTOR: 1/month live or video conference

INFLUENCER: every 4-6 weeks. Live coffee chats scheduled and organized by me

Goal #1:

ROLE:

HOW WILL YOU ENGAGE WITH THEM AND HOW OFTEN?

Goal #2:

ROLE:

HOW WILL YOU ENGAGE WITH THEM AND HOW OFTEN?

Goal #3:

ROLE:	HOW WILL YOU ENGAGE WITH THEM AND HOW OFTEN?
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Goal #4:

ROLE:	HOW WILL YOU ENGAGE WITH THEM AND HOW OFTEN?
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Goal #5:

ROLE:	HOW WILL YOU ENGAGE WITH THEM AND HOW OFTEN?
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Goal #6:

ROLE:

HOW WILL YOU ENGAGE WITH THEM AND HOW OFTEN?

Goal #7:

ROLE:

HOW WILL YOU ENGAGE WITH THEM AND HOW OFTEN?

Goal #8:

ROLE:

HOW WILL YOU ENGAGE WITH THEM AND HOW OFTEN?

Goal #9:

ROLE:

HOW WILL YOU ENGAGE WITH THEM AND HOW OFTEN?

**Note - see bonus downloads*

How to be a great mentee

How to conduct a feedback session (use this framework with influencers)

Use this summary chart as an overview for your plan.

BIG GOALS	SUPPORT NETWORK ROLE	WHAT DO YOU WANT THEM TO DO?	SPECIFIC PEOPLE	ENGAGEMENT STRATEGY
GOAL #1				
GOAL #2				
GOAL #3				
GOAL #4				
GOAL #5				
GOAL #6				

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GOAL #7				
GOAL #8				
GOAL #9				