

ACTIVITY: ADVISORY NETWORK ANALYSIS

Instructions: Step 1- List the names of your advisory network in the first column of your chart.

Think about who is in your “advisory network” in the workplace? Who do you turn to when you are looking for insight/input on your team, looking to hire a new team member ie.coach, sponsor someone in your team, or trying to make an important decision?

Names of Advisors	Identity Categories							
	RACE	GENDER	SEXUAL ORIENTATION	ACCESSIBILITY	AGE RANGE	JOB LEVEL	EDUCATION LEVEL	GEOGRAPHY

Step 2- Write the names of your go to advisory people/network in the far left column. Take a look at the ‘Identity Categories’ these eight types of visible and invisible identity categories: race, gender, sexual orientation, accessibility, age range 5 years + or -, job level, education level, and geography.)

Step 3- Put a “√” in the square if your advisor’s identity matches your own in that category. Put a “X” in the square if advisor’s identity differs from your own in that category

Step 4- Review the chart and see if your advisors share four or more characteristics with you. Anyone that does have four or more characteristics, cross their names

Discussion Questions:

1. What surprised you?
2. What kind of connections do you aspire to have?
3. Why have you formed the particular connections in your current networks?
4. Who have you mentored? Sponsored?

ACTIVITY: DIVERSIFY YOUR NETWORK

Instructions: Write down, what concrete steps do you plan to take to diversify your network?

1. As a leader in Athletics.
2. As a leader in your community
3. What mechanism will you implement to maintain this top of mind

