

CAREER AND LIFE PLANNING EXERCISE



AIM

Assessing Your Current Network

Assessing Your Current Network

In this exercise, you will...TBD

Go fast, work alone.

Go far, build a team.

Objectives:

- Evaluate your network in terms of help you need for your new career and life goals
- TBD
- TBD

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Assessing Your Current Network

PART I – EVALUATE YOUR EXISTING NETWORK

INSTRUCTIONS:

COLUMN 1 – CURRENT ADVISOR’S NAMES:

First, list these advisors in order of importance to you before filling in the columns to describe the support provided and the social arena they represent as indicated in the ‘CONSIDER EACH RELATIONSHIP’.

COLUMN 2 – OVERALL CLOSENESS:

Next, note the closeness of each advisor to you. Indicate if you consider the relationship VC – Very Close, C – Close, SC – Somewhat Close or D – Distant. These closeness assessments matter because they may be indicative of opportunities to deepen relationships to provide you with additional support to help you toward your career goal.

COLUMN 3, 4 & 5 – SUPPORTIVE

Indicate the type of support your advisors provided across these categories, noting if it was (H)igh, (M)edium, or (L)ow, and just leave blank if it does not apply.

COLUMN 6 – IDENTIFY THE SOCIAL REALM THESE ADVISORS COME FROM

By noting what social realm your advisors broadly come from (e.g., Family, Friends, Residency Program, Prior Employer, Neighbors, On-Line, Physicians, etc.), you can be sure that you’re not leaving any major advisors out. These different social realms broadly represent career communities or sources from which we can draw career and personal support.

COLUMN 7 – NOTE ANYTHING IMPORTANT AS YOU REFLECT

Then, the last piece of your reflection is to note anything important about each person that is not indicated by the categories above. What is the key reason they are in your network? Or, how has their help changed the way you think, about your career or life in general? This is also a great place to indicate what makes your relationship with that advisor work and where alignment could be improved.



Assessing Your Current Network

Evaluating Your Current Network

- 1 2 3 4 5 6 7

Current Advisor Names	Overall Closeness	Helped me develop skills & get work done	Helped advance my residency & career	Provided personal support	Has been a role-model for me	Identify the area of your life they come from (e.g., residency, school, family, community, new job). And, add your own notes here.
<i>Example: Dr. Gray</i>	SC	H	M	L	M	<i>Residency. Great teacher; we have different work styles</i>

1 You DO NOT need to fill in every row



Assessing Your Current Network

PART II – MAP YOUR CURRENT NETWORK

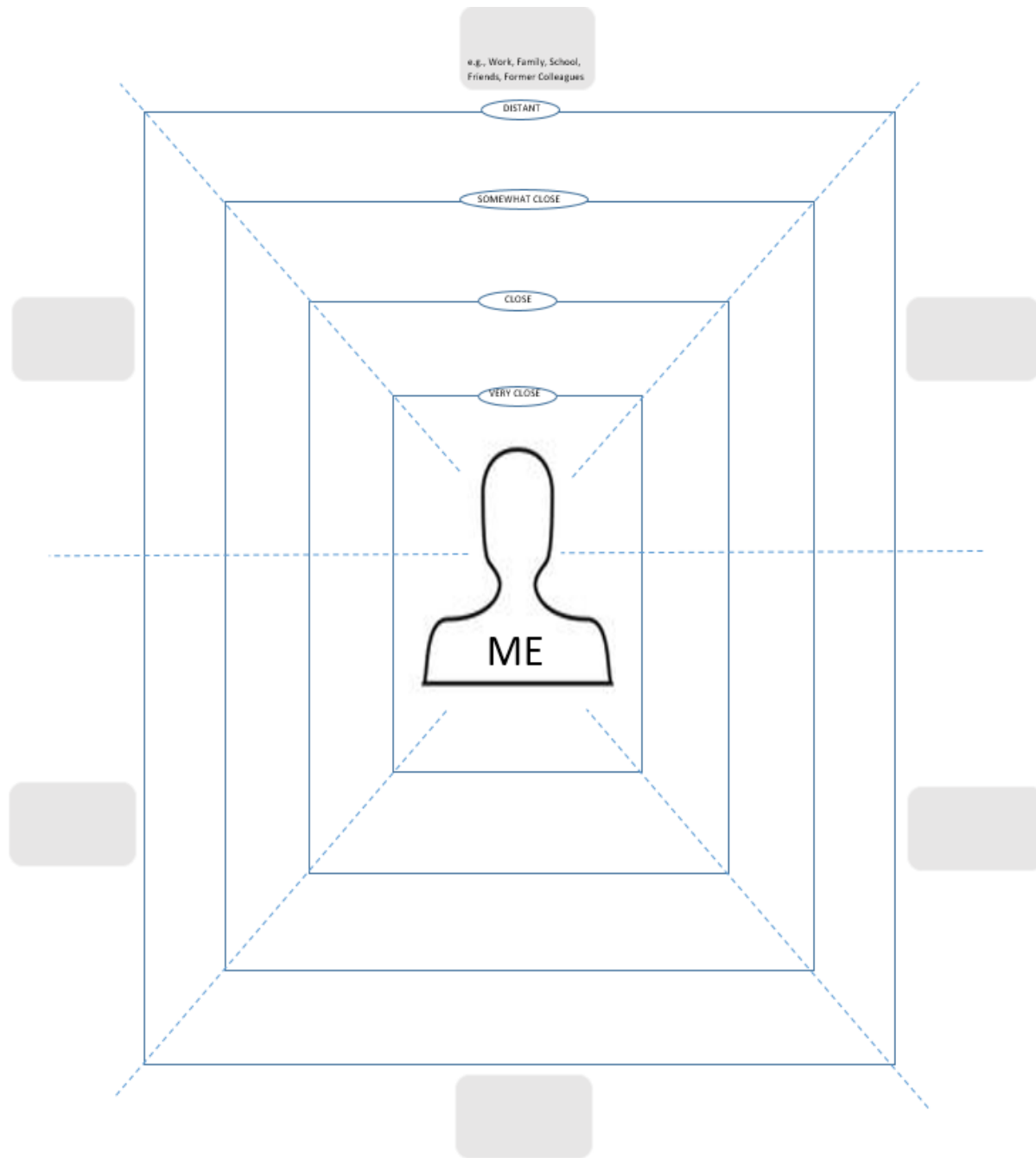
INSTRUCTIONS:

Each and every type of network, including your success network, can be evaluated using a standardized set of dimensions. Now that you have the table completed, we can calculate these important network measures and you get to see how a network diagram is often an instance where, “A picture is worth a thousand words.”

- 1. Review your list of advisors. On the diagram below, in the grey boxes around the outside, label what aspect of your life or social arenas, you identified your different advisors as primarily coming from.** Examples could include labels like: Residency Program, Family, Friends, Former Colleagues, etc. Add boxes or skip grey boxes depending on the total number of social arenas used. These are your **current** Success Network Advisor social arenas.
- 1. Place each advisor name/initials in an oval on the appropriate part of your diagram considering the grey box labels from which they come from.** The distance from the ‘ME’ (i.e., You!) icon at the center should reflect the closeness you feel to the person as indicated in your chart (e.g., place on closest line to ‘ME’ for Very Close, next closest line for Close, third closest for Somewhat Close, and outer line for Distant). These are your **current** Success Network Advisors.
- 1. Draw a line between the ‘ME’ icon and each advisor name/initials oval. Make this line thinner if one of the four kinds of support is provided by this person (as indicated in the Success Network Assessment Chart) and make the line thicker with each successive kind of support were provided by your different advisors).** These lines indicate the depth and breadth of support you receive from your **current** Advisors.
- 1. Now, draw lines between your advisors who know one another well.** This will give you a sense of how interconnected or dense your **current** network is.



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PART III – ASSESS YOUR CURRENT NETWORK

INSTRUCTIONS:

Answer the questions below.

1. DIVERSITY

When you review the people in your list, reflect on how similar or different these people are to you. Are your advisors of the same gender, from the same race/ethnicity, of a similar age, of a similar background?

2. REDUNDANCY

Assess your set of relationships in terms of how much overlap there is in the support you receive. Do the same few people provide most of each type of support? Or are you missing support in your current network?

3. DENSITY

Does most everyone know one another well in your network (as shown by connecting lines)? This indicates a closed network. If all your advisors know each other well, they may be prone to groupthink where they treat you similarly, perhaps even giving you very similar advice.



Assessing Your Current Network

PART III – ASSESS YOUR CURRENT NETWORK - *continued*

4. CLOSENESS & DISTANCE

As you evaluate your map, what is the distribution of people in terms of closeness and distance from you? There is merit in having people across the spectrum who can provide anything from a “shoulder to cry on” to more objective analysis of a situation.

5. NETWORK SUPPORT PATTERNS

Reflect on your patterns of relationships here. Did you have a comprehensive network in terms of support coverage? What dimensions of support were missing? Read the next section to gain additional insights into relational models, and your natural style of building relationships.

RELATED RESOURCES

TITLE	RESOURCE NO.
<u>Evaluating Your Strengths, Weakness, Opportunities, & Threats (SWOT)</u>	E-31
Build Your Future Network (TBD)	TBD

