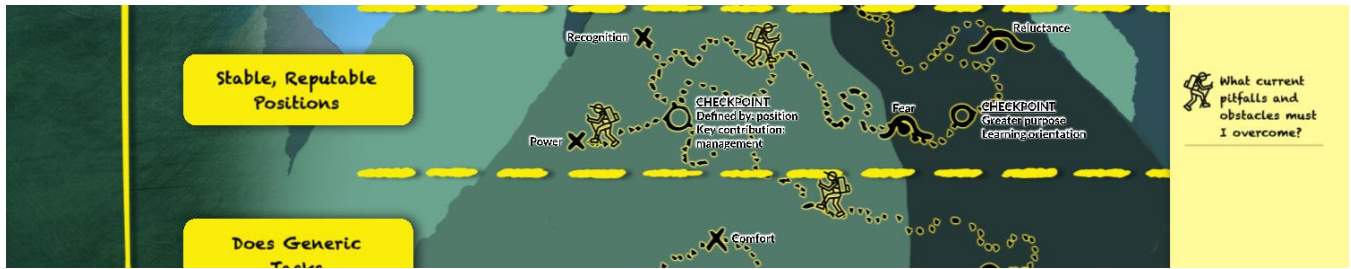


Managing the Four Stages of Your Career and Leadership

Stage 2: Developing **RELATIONSHIPS** and Taking Responsibility for Others



General Notes:

Journey 1:

From: **Let inertia guide who is in your inner circle**

To:

Notes and Reflections

My Top 5

| Name | Effect on Me |
|------|--------------|
| | |
| | |
| | |
| | |
| | |

Who do I need to add/drop from my Top 5?

| | |
|------|-----|
| Drop | Add |
|------|-----|

Journey 2:

From: **Engage others only when it benefits you**


To:


Notes and Reflections


Identifying Your Network (please refer to the separate worksheet indicated below)

NETWORK INVENTORY

“The human condition is one about belonging. We simply cannot thrive without belonging.”
—JOHN POWELL

|  | Maintain People who you already know well that you should maintain contact with | Develop People who you know of but should get to know better | Explore Categories of people who you should reach out to |
|--|---|--|--|
| SUBSTANTIVE FEEDBACK Dept. Colleagues, Readers, Professional Editor | | | |
| SPONSORSHIP Senior Dept. Faculty | | | |
| ACCESS TO OPPORTUNITIES Internal Mentors, Peer Mentors, External Mentors | | | |
| ACCOUNTABILITY FOR WHAT REALLY MATTERS | | | |



|  | Maintain People who you already know well that you should maintain contact with | Develop People who you know of but should get to know better | Explore Categories of people who you should reach out to |
|---|---|--|--|
| PROFESSIONAL DEVELOPMENT Dept. Colleagues, Readers, Professional Editor | | | |
| EMOTIONAL SUPPORT Friends, Family & other | | | |
| INTELLECTUAL COMMUNITY Readers | | | |
| SAFE SPACE | | | |

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*Adapted from “There is no gun” by Kerry Ann Rockquore // HCFOD Mentoring Map

What are three ways that I can contribute more to my personal or professional communities?

Breakout Prompt: How will I expand my network and take responsibility to improve my relationships?

Journey 3:

From: **Think mostly about your own situation**

To:

Notes and Reflections

What groups of people or communities do you take “ownership” for?

Main Take-Aways and Follow-Up Action

Book References:

- *Give and Take* by Adam Grant
- *Extreme Ownership* by Jocko Willink
- *Who Do We Choose To Be?* by Margaret Wheatley