Creating a Supportive Network

- What is support?

- Who supports you?

- Write the name of each person who supports you
How do each of these groups help me succeed?

**Support Network Map**

- **Sponsorship**
  - people who
  - lobby for you behind closed doors
  - mention your name for promotions
  - suggest you be given more responsibility in a project.

- **Substantive feedback**
  - "classic" mentoring
  - which journal to submit to?
  - How to navigate specific conflicts at your institution?
  - Are you making good progress for your career stage?

- **Professional development**
  - Inspiration to improve yourself by gaining skills
  - time-management
  - conflict resolution
  - public speaking training
  - personnel management

- **Emotional support**
  - someone that you feel comfortable sharing your emotions with
  - helps you deal with stress
  - believes in you

- **Accountability**
  - Someone that will check in to make sure you are making progress with a given task

- **Role models**
  - behavior we want to emulate in different aspects of our lives:
  - Work-life balance
  - Work ethics
  - Productivity
  - Career Choices
  - Skill Set

- **Safe space**
  - people you trust who will let you vent without judgment or criticism
  - blow off steam, express your frustration
  - Help find a way to deal with the issue in a calm, composed, and unemotional way.
  - May mediate on your behalf

- **Intellectual community**
  - bouncing ideas off of
  - getting feedback at each stage of your work, from an initial idea until the finished product.
  - people who you can share ideas with at all stages knowing that you will get honest feedback without having to fear that you will be laughed at or that they will steal your ideas

- **Access to opportunities**
  - making sure your network (people and organizations) lets you know about upcoming opportunities
  - workshops
  - summer schools
  - field opportunities
  - grant calls
  - job openings
  - speaking opportunities
  - media contacts
  - research collaborations
  - awards

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Support Network Map

• Discussion with others:
  – What is one category you are “sure” about?
  – What is one category you are “unsure” about?

• Try to place the people from your initial list on to your map

• Discussion with others:
  – Which categories do you have few or no people in?
  – Are there any individuals that you are over-using?
How do I find people for all of these areas?

Importantly to Note:
- Your network map will continually evolve!
- Individuals may provide more than one type of support
- Be careful about over-using individuals
- It is ok to be strategic, it is your career and others will appreciate specificity when you ask for support

Safe Space
- Be careful to trust too early
- Consider people removed from the situation you need to vent about
- Who can you always count on to be outraged on your behalf?
- Who will keep things private?

Food for thought: WHO would the people on your map put on their map?
Support Network Map

- What are things that you can do moving forward to fill-in or better utilize your network?
- Challenge: *Before this workshop is over, add one person to your map!*
Support Network Map

Sponsorship
Access to opportunities
Role models
Safe space

YOU

Substantive feedback
Professional development
Emotional support
Intellectual community

Accountability for what REALLY matters
<table>
<thead>
<tr>
<th>Name</th>
<th>Substantive Feedback</th>
<th>Professional Development</th>
<th>Emotional Support</th>
<th>Intellectual Community</th>
<th>Safe Space</th>
<th>Role Models</th>
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