



List **ten people** with whom you've discussed important work and professional matters over the past few months. You may have asked for their feedback in evaluating an opportunity, to brainstorm ideas, or for advice.

- | | |
|---|----|
| 1 | 6 |
| 2 | 7 |
| 3 | 8 |
| 4 | 9 |
| 5 | 10 |

Now, take a careful look at this list.

The main strengths of my network:

- | | |
|---|---|
| 1 | 1 |
| 2 | 2 |
| 3 | 3 |

The main weaknesses of my network:

- | |
|---|
| 1 |
| 2 |
| 3 |



Which of the following weaknesses could be true for you (highlight those that apply):

- * Birds of a Feather: Your contacts are too homogenous, all like you
- * Network Lag: Your network is about your past, not your future
- * Echo Chamber: Your contacts are all internal, they all know each other
- * Pigeonholing: Your contacts can't see you doing something different.

Does the breadth of your current network provide you with access to the resources, information, and influence you need to get things done? If not, which aspects are missing?



How is your network time and energy allocated across your contacts? Are a few contacts monopolizing your time and energy? Or do you spend your time and energy more or less evenly across the people in your network? And if a few contacts are monopolizing your time, is the amount of time you spend with them disproportionate to their value to you?

Do you practice “network churn” by forging new connections and letting others go dormant? Or do you let your network stagnate?

Do you think that the strength of your relationships with the different people in your network allows you to mobilize the resources you need to move your initiatives forward? If not, which relationships should be strengthened? How can you make the time to invest in those relationships?

Are all the key people that can affect your ability to get things done included on your list? Who is missing? How is this person connected to the other people in your network?





Are the relationships in your network broad and deep enough to support you when you hit setbacks?

Specifically, do you need help with:

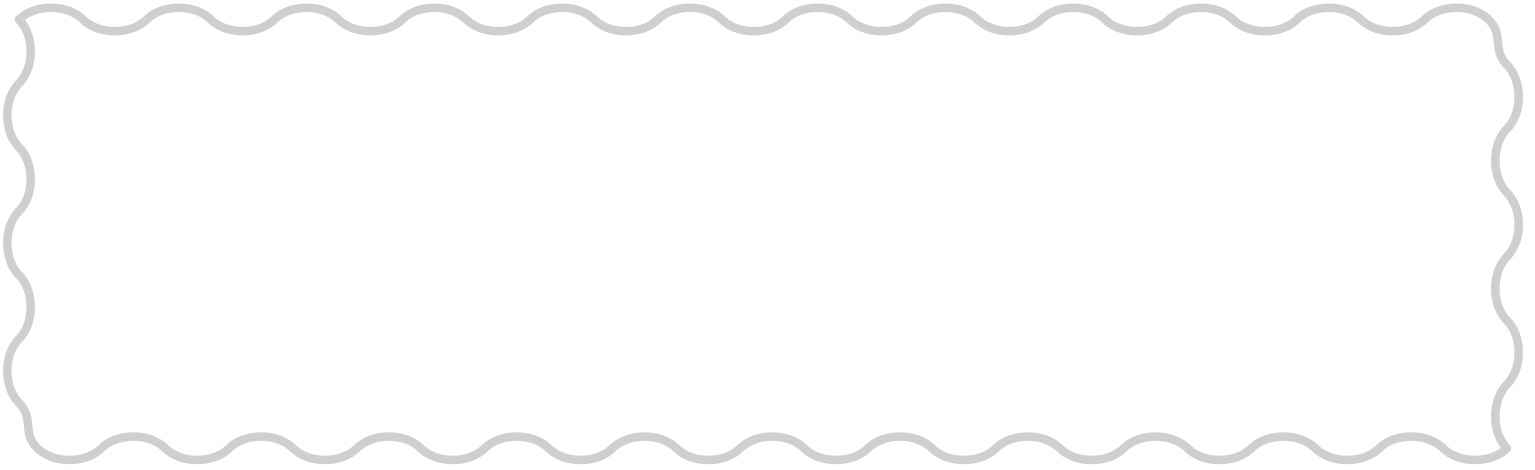
- Work Surge - shifting work or manage work surges
- Politics - making sense of people or politics in a given situation
- Pushback - finding the confidence to push back and self advocate
- Vision - seeing a path forward
- Perspective - maintaining perspective when setbacks happen
- Purpose - purpose or meaning in your work
- Humor - laughing at yourself and the situationk
- Empathy - empathic support to release your negative emotions

| Top three areas you would most like to strengthen in your network: (e.g. Politics, Humor etc.) | Names of people or groups that you could invest in to further cultivate this | Ideas for intentionally cultivating these connections? |
|--|--|--|
| 1 | | |
| 2 | | |
| 3 | | |

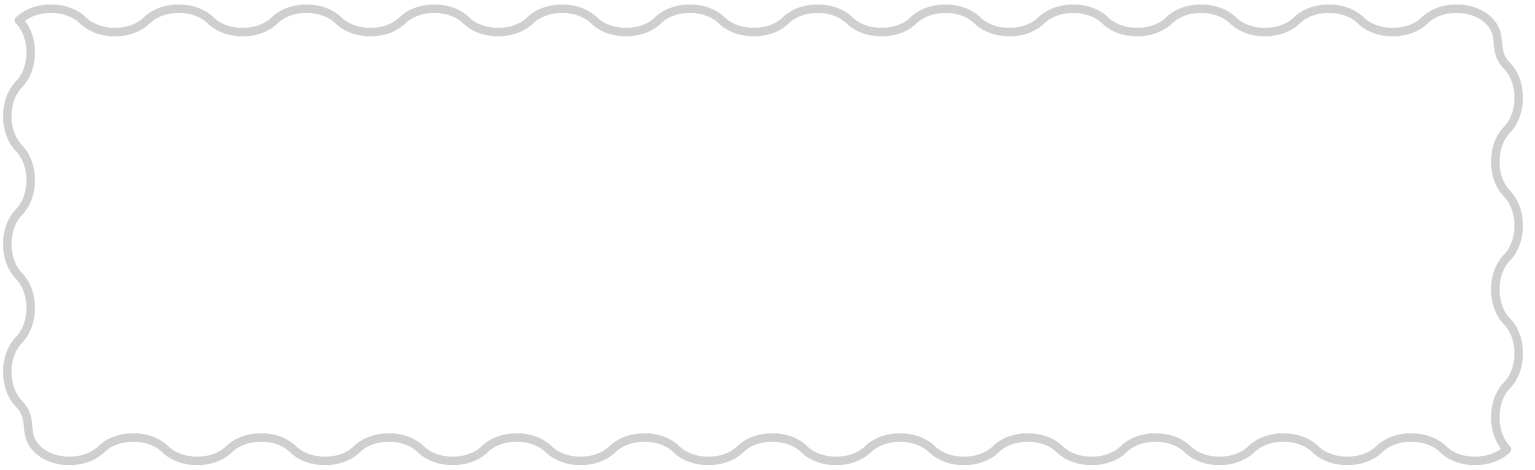
Adapted from Cross, Dillon, Greenberg, 2021

Going over your answers to this self-assessment exercise, what areas of your network do you think may need improving to enhance your ability to move your initiatives forward? What are the two or three actions you think you could take to improve your network in these areas?

Which are the barriers (e.g., situations, preferences, your own personal networking style) that may make it difficult for you to carry out these actions?



What opportunities (e.g., people, contexts, or situations) might help you implement these actions?



How does this network audit reflection shape your understanding of yourself?

