



## Career Management

Define your 'Support Network' that will help you to learn and grow

Complete the chart below by putting down names of any one who fulfils the roles for you. Are there any gaps?

Are the same people fulfilling all the roles?

How broad is your scope of support?

Support Role	Supports Learning by:	Competence	Name
Coach	Helps you make sense of your experiences and a source of observations and feedback on your actions	Questioning, Exploration and Feedback	
Mentor	Helps you understand the culture you're working in and shares own experience	Track record though experience and Expertise	
Role Model	Inspires you by showing you how it can be done	Motivating Clarifies Engaging	
Strategist	Sounding board to test out 'Helicopter' ideas and helps with "Blue Sky' thinking	Challenge Innovation Push beyond your 'own limits'	
Networker	A source of contacts and can effect introductions	Opens doors	
Supporter	Listens, empathises and is objective to provide perspective	Encouraging Guiding Sponsor Promote	