



# Career Kickstarter

WEEK 4



*Amazing if*



**You're now in the 4th week of your Career Kickstarter programme. We hope you've taken lots away from what we've shared with you so far and started to put some of it into action.**

---

We know from experience that the best way to make learning stick is to start using it straight away. If you haven't yet, think about what might be holding you back and how you could make that first action a little bit easier.

We're going to finish the Career Kickstarter course by thinking about the people who can support you in your career. In a squiggly career the relationships you build can help you in so many ways. People who know and believe in you can champion your work to others and offer you a confidence boost when you hit a bump in the road. Building these career relationships is part of having an effective network.

Unfortunately, the term 'Networking' has got baggage! People either love it or hate it! Our definition of networking is people helping people. And most of us, whether we are an extrovert or introvert enjoys helping others so that is often a good place to start.

This week, we'll help you to understand what your network looks like today with our 'solar system' tool, and then we'll help you to build and plan your personal board.

Let's get started with your final week.

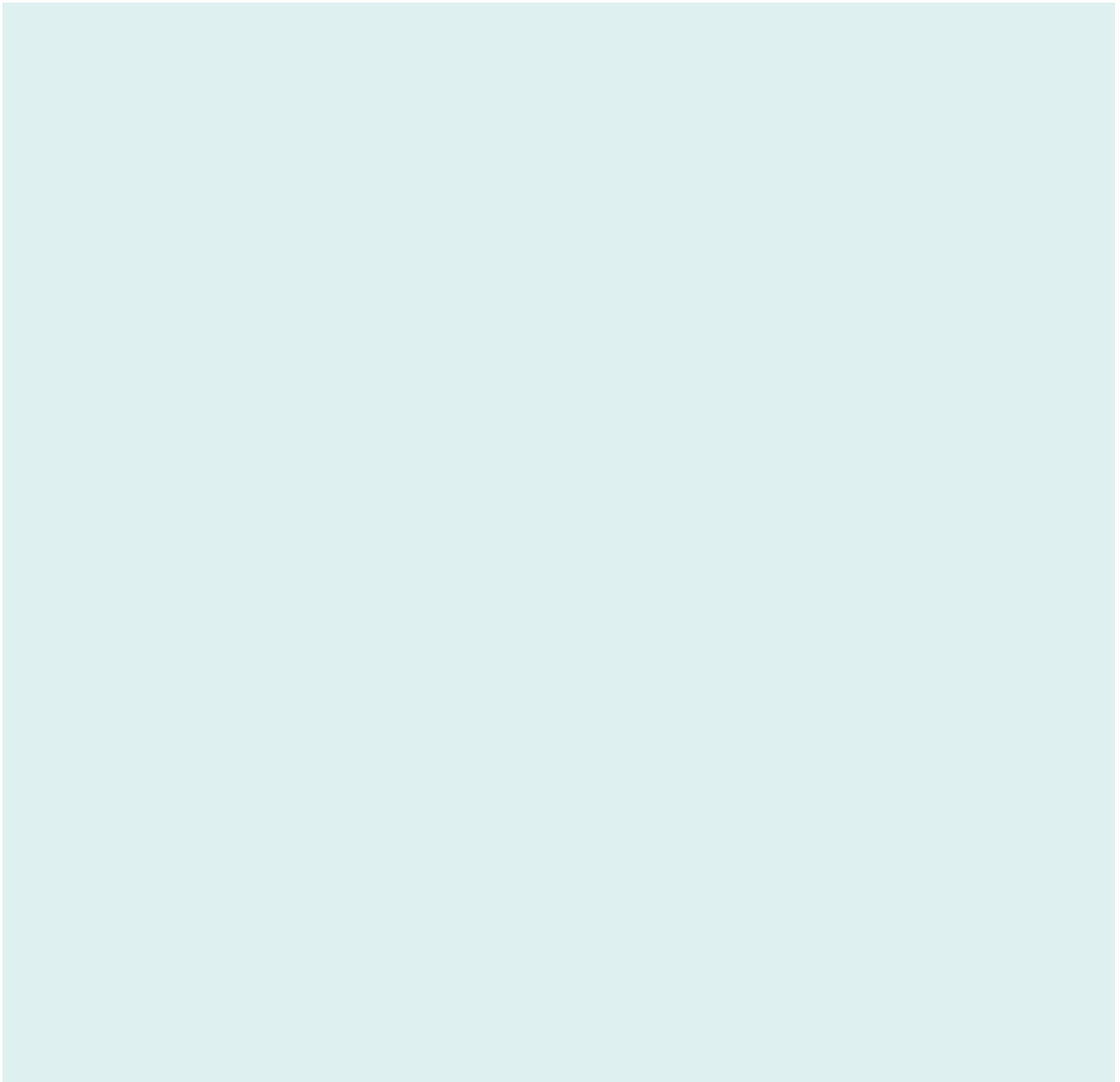
*Helen & Sarah*




# Networking Solar System - Pt 1

**Your networking solar system helps you to think about who is in your network and reflect on how much time you spend with different people.**

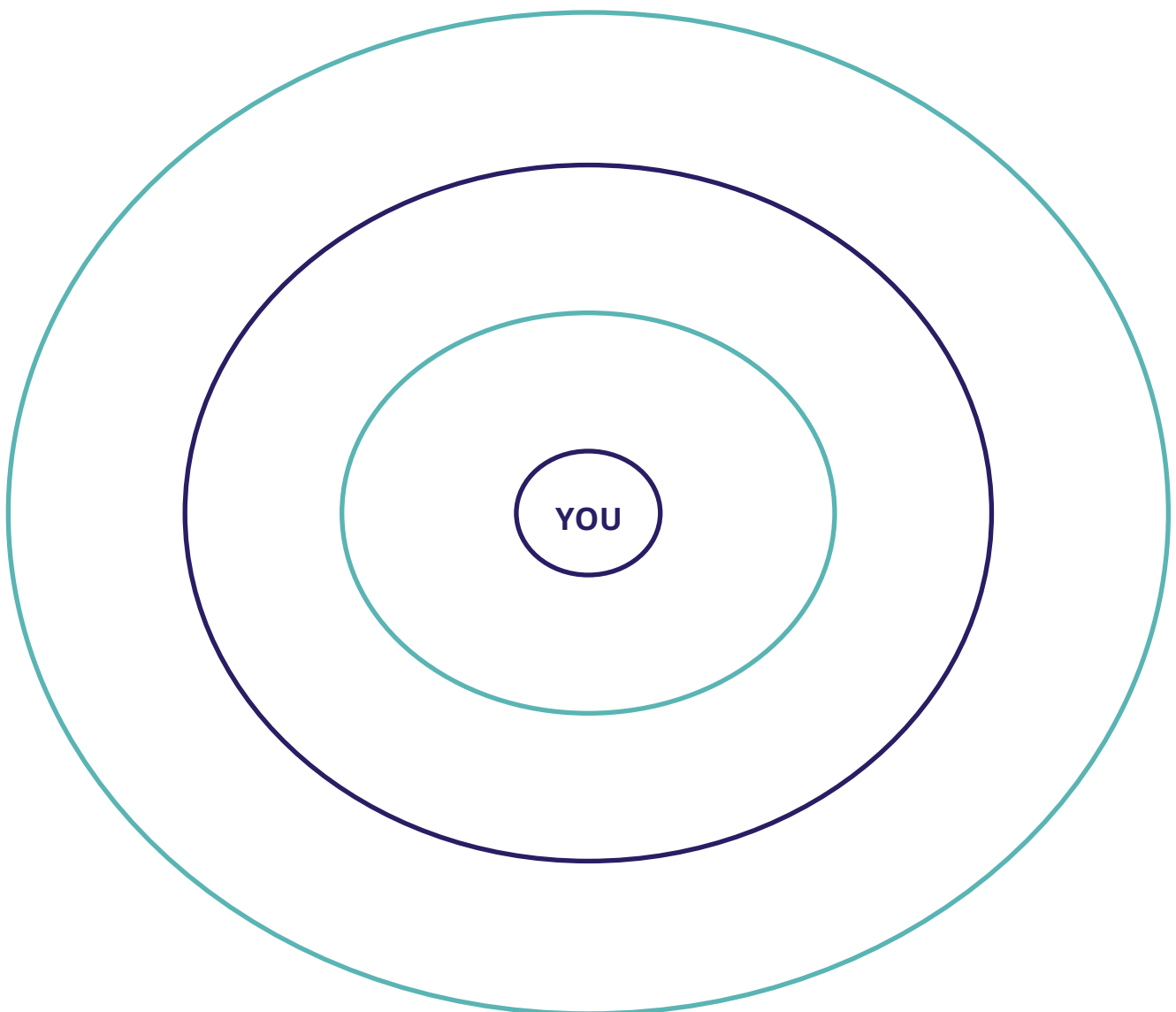
**Step 1** Using the space below to write down a long list of everyone in your network. These might be people you work with now or in the past, industry groups that you are part of. It is important that you have some sort of existing relationship with these people, but some of these relationships might be weak ties, more acquaintances, whereas others could be current managers or mentors that you have strong ties with.



# Networking Solar System - Pt 2



**Step 2** Plot each of the people in your network onto the solar system diagram below. You are in the centre of the solar system and you are plotting people based on the closeness of the relationship you have with them. For example, if you have a strong and close relationship with someone they should be at the centre of the diagram, if you know someone but perhaps haven't been in touch for a while they might be on the edge of your solar system.



# Networking Solar System - Pt 3

Now go back to Week 3 and think about the jobs you are interested in exploring (the no ifs/no buts exercises and in/out matrix). Identify one of the opportunities that you are particularly interesting in exploring right now.

Look at your solar system and identify who within your network could help you explore that opportunity? And think about whether you have a close enough relationship with people that they can help you explore your career opportunity. If lots of your relationships are on the outer edges of your solar system identify what actions you could take to move that person closer to you. Some ideas that might help you do that:

1. Invite them a coffee to check-in
2. Send them regular and informal updates
3. Invite them to an event you think would be of interest to them
4. Put yourself in your contacts shoes, what are they interested in, what challenges do they have and where could you help?

Use the space below to write down 3 people you want to build a closer relationship with and some ideas for how you might do that



PERSON	IDEAS
1	
2	
3	

# Your Personal Board

**Your personal board is focused on the small group of people that you want to invest your time in over the medium and long term.**

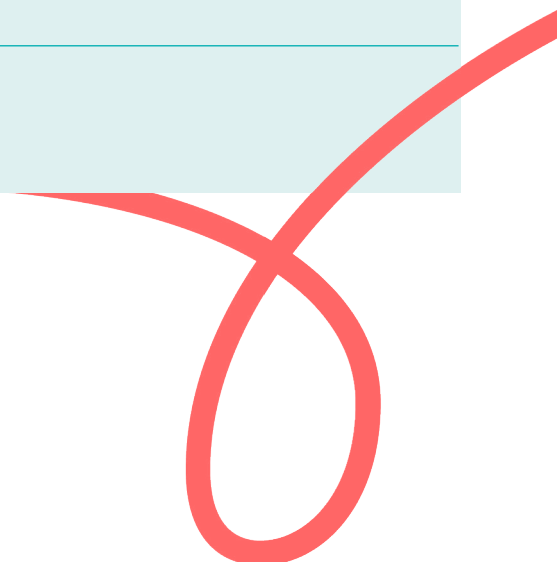
A key thing to remember for your personal board is to make sure you have diversity of perspectives. Often, we fall into the trap of spending people who are a bit like us. These people feel comfortable and are often enjoyable to spend time with. However, diversity can bring new challenge, new insights and higher levels of growth, so it's definitely something to pay attention to.

There are 4 key roles to think about when you craft your personal board:

1. The Challenger – this person will ask you the questions that you don't want to ask of yourself
2. The Inspirer – this person shares their knowledge and wisdom to spark your thinking
3. The Expert – this person really knows their stuff in the areas you are interested in
4. The Connector – this person creates opportunities and help your network to grow

Reflect on the people you have in your network today. Do any of them play these roles for you and if so, are you spending enough time with them? Do you have any diversity gaps to focus on? Capture your thoughts below.

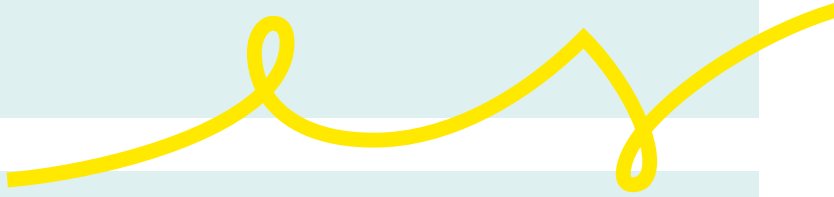
	Name	One way I could invest in the relationship more
My Challenger		
My Inspirer		
My Expert		
My Connector		



# Reflect /Action Plan

What would you like to spend more time on?

What action am I going to take before next week's course?



# Resources

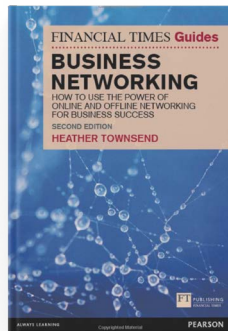
If you'd like to spend more time thinking about your network, here are some things you might like to explore.



## WATCH

Developing a personal board of directors

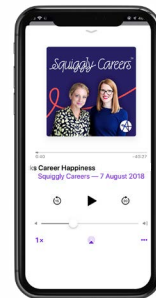
[www.lynda.com](http://www.lynda.com)



## READ

'Financial Times Guide to Business Networking'

Heather Townsend



## LISTEN

How to build your network

[Squiggly Careers Podcast, Episode 22](#)

