Building the Network you Need

ANCHOR: They keep you grounded and remind you to focus on what's important

CHALLENGER: They ask questions and help you get to the heart of the problem

LISTENER: They listen generously and without judgment

PARTNER: They share responsibility and are also vested in the outcome

EXPERT: They are an expert in your challenge space and help to deepen your understanding

SAGE: They are the voice of wisdom and experience

INSPIRER: They help you come up with new ideas to solve your challenges

COACH: They give you useful and detailed feedback and help you improve

ENCOURAGER: They give you the courage or the push to take a leap

CONNECTOR: They connect you with relevant support and ideas

TRANSFORMER: There to bridge the gap between ideas and impact

PLAY MATE: They help you reconnect with /unlock your creativity and make you feel better no matter what

COLLABORATOR: They are a trusted partner in crime and often bring fresh energy and expertise

CHAMPION: Supports and defends you and your ideas

SOUNDING BOARD: They listen to you as you think through your ideas and contribute when needed

Curating the Network you Need

Sometimes we might discover that our network may be populated by "roles" that are not helpful. Consider if there might be individuals who play some of the following roles and consider how you might limit their influence in your personal and professional lives.

Dishonest people

Nitpickers

Passive-aggressive people

Negative people

Die-hard personal critics

Negative energy carriers

People with negative thoughts

People who don't hold themselves accountable for their actions

Toxic people

Challengers (in a negative sense)

People with "pull-down" syndrome

People who give self-serving advice (focused on their own priorities and safety)

What other roles would you wish to limit in your network?

Steps to Embracing Vulnerability

1. Awareness: Becoming sensitive to the signals that you are struggling and could use help	2. Acknowledgement: Admitting to yourself and others that you need help	3. Ask: Making a specific request for help from someone who has the ability to assist	4. Acceptance: Receiving the help provided with good grace and appreciation

Framing an "Ask"

Use this format to frame your specific ask "At this time I am (describe the feeling/your experience/your challenge)…I need a (describe the Role)…who might be willing to support me by (what you need)…(and perhaps add what you don't need). I would be grateful if you would be that person for me."

What if the answer to your ask for help is a "No"?
You might consider…Is it appropriate to ask "Could you please help me understand what makes you say that"?or "Could you suggest some options for how I might get the help I need?"…and possibly finally ask yourself "Is this the right person to include in my network?"
You might also consider trying building your "Rejection Resilience" and watch Jia Jang's TEDx talk on "What I learned from 100 days of rejection".

GLOBAL YOUNG ACADEMY

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INCLUSIVE INNOVATION

Optional Journaling Activity

Scan your life and consider what might be all the things you need assistance with - in both your personal and professional life. What do you often struggle with in your professional and personal life. Be self-focused - rather than just work-focused - Don't just consider what you need to advance your work - also think about what you need as an individual to feel more supported, nurtured and energized.

Make a list of 10 or more needs using statements like: "I often find myself struggling to be realistic and need someone in my life who will be my baloney detector" / "I wish I could stick to my commitments and it would be great if I could have an accountability partner" / "Sometimes I just need someone to listen to me as I process out loud".