

CONSTELLATION OF SUPPORT

Purpose: The Constellation of Support is a “snapshot” of your network, the people you reach out to for support and guidance on your professional development and growth. They can be personal (family member, pastor), work-related (chiefs, clinical colleagues) or social (classmates, friends). The worksheet helps you capture the composition of your network by itemizing identifiers about your contacts.

YOUR CURRENT CONSTELLATION OF SUPPORT

Step 1: Think about your mentoring action plan, and one of your goals as a starting point.

Step 2: Reflect on the composition of your network and complete the columns.

Column 1: Relative Position. What position is this person relative to you? (e.g. senior, my level)

Column 2: Name of Contact/Support Person. Identify 3-4 individuals in your current network, people you ask for support, guidance, advice about your goal.

Column 3: Developmental Needs. Identify the needs individuals provide towards your goals:

- provides career advice in setting short and long-term goals
- provides advice and guidance on developing my CV and my promotion package
- helps me develop a networking network to get me where I want to go
- provides insights to achieving work-life balance
- helps me fine tune my leadership skills

Column 4: Relationship Type. How are you connected? (e.g. friend/peer, mentor)

Column 5: Location. How do you know this person? (e.g. school, in a different department)

Column 6: Demographics: Gender, age

YOUR FUTURE CONSTELLATION OF SUPPORT

Step 3: Reflect on the composition of your network and **look for the trends and gaps**, paying attention to developing and fulfilling your professional needs and goal.

- How does your current constellation support your goal?
- What are the areas where you want to grow?
- What types of people can help you further achieve your goal?
- What types of people can help you identify what type of help you need?

Step 4: Develop plans for expanding your network and filling key slots who will help you work towards achieving your goals.

- Examine forms of relationships and under or over-represented areas.
- Determine how to identify and include support you may currently be lacking.
- It is critical to develop multiple people both inside and outside your specific area of work.

In General: Remember, your constellation is a dynamic, flowing, ever-changing resource.

- Your job is to **broaden your current network beyond where it is right now**.
- You started that process with your mentoring partner.
- As you add members to your network, consider how you will cultivate and maintain relationships.
 - Some individuals will be in your network for your entire life, others will come and go.
 - Preserving *all* relationships you develop will be critical.
- You should develop a diverse network that not only supports you but also challenges and pushes you, one that provides constructive feedback as well as positive input.

Position	Name of Support Person Names of people in your current network	Developmental Need Area most important to you in terms of your goals that this individual can provide						Relationship Type Connection to this person (e.g. your chief)				Location Context you know person/where located			Demographics Gender, age	
		Career Advice (Setting goals)	Promotion (Develop CV, promo package)	Networking/ Connecting	Leadership (Program / Project / Mgmt / Admin)	Work/Life Balance	Other	Mentor	Friend	Peer	Other	Same Dept	Within MGH	Outside MGH	M / F	Age Group (25-35, 36-45, 46-55 or 60+ yrs)
<i>relative to yours</i>				✓				✓				✓			M	25-35
	John Smith														F	60+
	Ana Juarez	✓											✓			
Senior to me	1															
	2															
	3															
At my Level	4															
	5															
	6															
Junior to me	7															
	8															
	9															