Creating a Supportive Network

• What is support?

• Who supports you?

• Write the name of each person who supports you
Support Network Map

Sponsorship
Access to opportunities
Accountability for what REALLY matters
Role models
Safe space

Substantive feedback
Professional development
Emotional support
Intellectual community

YOU

Advisors Near-Peers Mentors
Organizations Individuals
Friends Family Religious Community
Collaborators Lab mates Colleagues

Senior Faculty Supervisor Project Manager Lab Director
Peers Institutional Resource Centers Mentors
Partner Friends Collaborators Career Coach
Scientists Colleagues Ted Talks
Best Friend Counselor Clergy Ombudsman

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Earth Science WOMEN'S NETWORK
How do each of these groups help me succeed?

**Support Network Map**

- **Sponsorship**: people who
  - lobby for you behind closed doors
  - mention your name for promotions
  - suggest you be given more responsibility in a project.

- **Accountability**: Someone that will check in to make sure you are making progress with a given task.

- **Access to opportunities**: making sure your network (people and organizations) lets you know about upcoming opportunities
  - workshops
  - summer schools
  - field opportunities
  - grant calls
  - job openings
  - speaking opportunities
  - media contacts
  - research collaborations
  - awards

- **Role models**: behavior we want to emulate in different aspects of our lives:
  - Work-life balance
  - Work ethics
  - Productivity
  - Career Choices
  - Skill Set

- **Safe space**: people you trust who will let you vent without judgment or criticism
  - blow off steam, express your frustration
  - help find a way to deal with the issue in a calm, composed, and unemotional way.
  - may mediate on your behalf

- **Intellectual community**: bouncing ideas off of
  - getting feedback at each stage of your work, from an initial idea until the finished product.
  - people who you can share ideas with at all stages knowing that you will get honest feedback without having to fear that you will be laughed at or that they will steal your ideas.

- **Professional development**: inspiration to improve yourself by gaining skills
  - time-management
  - conflict resolution
  - public speaking training
  - personnel management

- **Emotional support**: someone that you feel comfortable sharing your emotions with
  - helps you deal with stress
  - believes in you

- **Substantive feedback**: “classic” mentoring
  - which journal to submit to?
  - how to navigate specific conflicts at your institution?
  - are you making good progress for your career stage?

Support Network Map

• Discussion with others:
  – What is one category you are “sure” about?
  – What is one category you are “unsure” about?

• Try to place the people from your initial list on to your map

• Discussion with others:
  – Which categories do you have few or no people in?
  – Are there any individuals that you are over-using?
How do I find people for all of these areas?

**Sponsorship**
- Who has seen you at your best?
- Who has seen you overcome a challenge?
- Ask if people would mind mentioning positive feedback in a different context (editors, project partners, ...)

**Substantive feedback**
- Senior person in your field
  - in an official role now or before
    (advisor, head of research group, editor, professional editors, peers)
  - Tenure committee

**Professional development**
- Workshops
- Professional organizations
- Online resources
- University emails

**Intellectual community**
- Lab group members
- Collaborators & colleagues
- Former grad school buddies
- Friends from other fields

**Role models**
- Professors/working scientists
- Professionals a year or two ahead of you
- People outside of academia
- People outside of science

**Accountability**
- Writing group
- Workout buddy
- Friend who sets deadlines and follows up

**Access to opportunities**
- Email announcements
- Campus career center
- Befriend people who always seem to be “in the know”
- Forward information, be a “hub”
- Mentor
- Newsletter
- Happy hours

**Important to Note:**
- Your network map will continually evolve!
- Individuals may provide more than one type of support
- Be careful about over-using individuals
- It is ok to be strategic, it is your career and others will appreciate specificity when you ask for support

**Safe space**
- Be careful to trust too early
- Consider people removed from the situation you need to vent about
- Who can you always count on to be outraged on your behalf?
- Who will keep things private?

**Food for thought:** WHO would the people on your map put on their map?

**Substantive feedback**
- Senior person in your field
  - in an official role now or before
    (advisor, head of research group, editor, professional editors, peers)
  - Tenure committee

**Professional development**
- Workshops
- Professional organizations
- Online resources
- University emails

**Emotional support**
- As important as career support
- Family & friends
- Trained professionals

**Intellectual community**
- Lab group members
- Collaborators & colleagues
- Former grad school buddies
- Friends from other fields

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**Food for thought:** WHO would the people on your map put on their map?
Support Network Map

• What are things that you can do moving forward to fill-in or better utilize your network?

• Challenge: *Before this workshop is over, add one person to your map!*
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<th>Substantive Feedback</th>
<th>Professional Development</th>
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