



How To
SUPERCHARGE

YOUR CAREER

WITH ADVISERS, MENTORS
AND SPONSORS

INTRODUCTION

“A great mentor helps you achieve what seems impossible.”

~Mariela Dabbah



*Hey there!
I'm Tanya*

Thank you for downloading HOW TO SUPERCHARGE YOUR CAREER WITH ADVISERS, MENTORS AND SPONSORS.

I hope you find the information valuable and you see the wisdom of building this support circle to fuel your career goals, whatever they may be.

Below you'll find descriptions of the difference between mentors, advocates and sponsors, and how to leverage each to propel your career. You'll also get valuable guidance on how to find and establish your support network.

I've mentored and been mentored in my career. I've sponsored and been sponsored. I would not have had the career I've had without my own network supporting me along the way.

If you have questions about how to leverage any of the information that follows, please reach out. I'd love to hear from you!

Your Support Network

Years ago, my organization had Carla A. Harris come give a presentation, and it started my Carla Harris fangirl phase. During the pandemic, her book was the first book my team and I read for a team book discussion. **Expect To Win** is a great guide for anyone starting their career, or starting a new phase of their career. In it, she distinguishes advisers from mentors from sponsors, and explains the value of each. A brief synopsis follows:

ADVISERS

An adviser has the expertise and experience to provide guidance and perspective around your professional questions. “What’s required for this role?” “How might I approach this project?” An adviser can be internal or external to your organization.

MENTORS

A mentor is an adviser you trust with all the details of your circumstances and career aspirations. A mentor is someone with whom you’re willing to be vulnerable so that they can give you contextualized advice or perspective. Mentors are ideally internal to your organization.

SPONSORS

A sponsor is willing to advocate for you in rooms you do not occupy. They’re willing to put their social capital on the line for your progression and advancement. A sponsor must be internal to your organization and have power in the organization, a seat at the decision-making table.



Build Your Network

Identify Your Goals

Clearly define your short-term and long-term goals. Consider both personal and professional aspirations. Knowing what you want to achieve will guide you in selecting the right advisers, mentors, and sponsors who can contribute meaningfully to your journey.

Identify Your Sources

Explore diverse channels to identify potential members of your support network. This could include colleagues, industry events, professional organizations, and social networks. Cast a wide net to ensure a rich mix of perspectives and expertise.

Identify Your Targets

Once you have potential sources, narrow down individuals who align with your goals and values. Look for those who have experience in areas you aspire to grow in. Consider both senior figures and peers who can provide different perspectives and support.

Make Your Approach

Your approach will vary based on the type of support you're seeking. An adviser might be casual and informal. A mentor might be an acknowledgement of how you've grown to appreciate the relationship. A sponsor might be direct and intentional.

Nurture the Relationship

Building strong relationships takes time and effort. Regularly check in with your support network, providing updates on your progress and seeking advice when needed. Actively listen to their experiences and insights, demonstrating that you value the relationship.

Leverage the Relationship

As your relationships deepen, identify opportunities to leverage the expertise and connections within your support network. Seek guidance during decision-making processes, and don't hesitate to ask for introductions or recommendations when appropriate. A well-nurtured support network can be a powerful asset in achieving your goals.

Thank you!

I hope you found this content useful. I highly recommend **Expect to Win** by Carla A. Harris. Not all of her advice fits the culture of every organization, but she gives great guidance on how to think about driving your career.

For customized support for your career aspirations, schedule a free discovery call.

<https://adminnomore.com/discovery>



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