

LEADER NETWORK DIAGNOSTIC

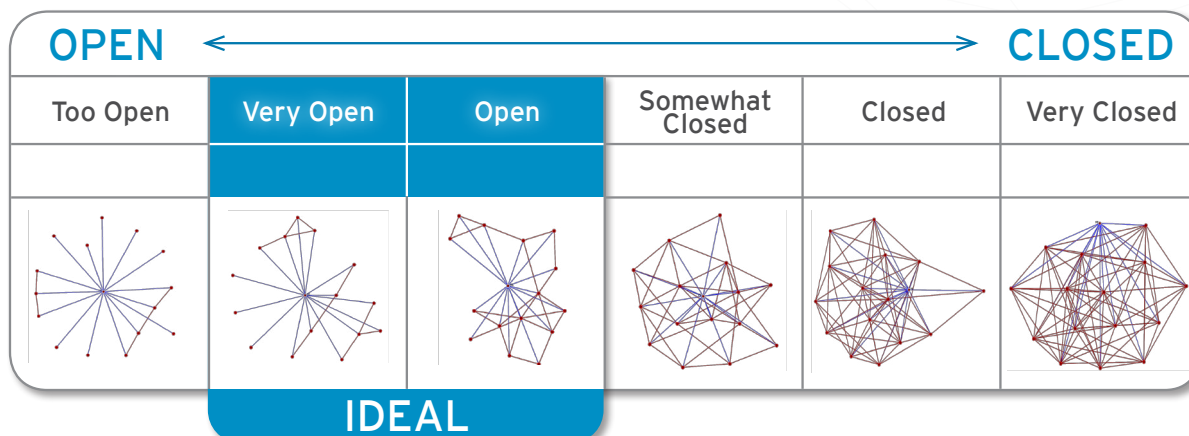
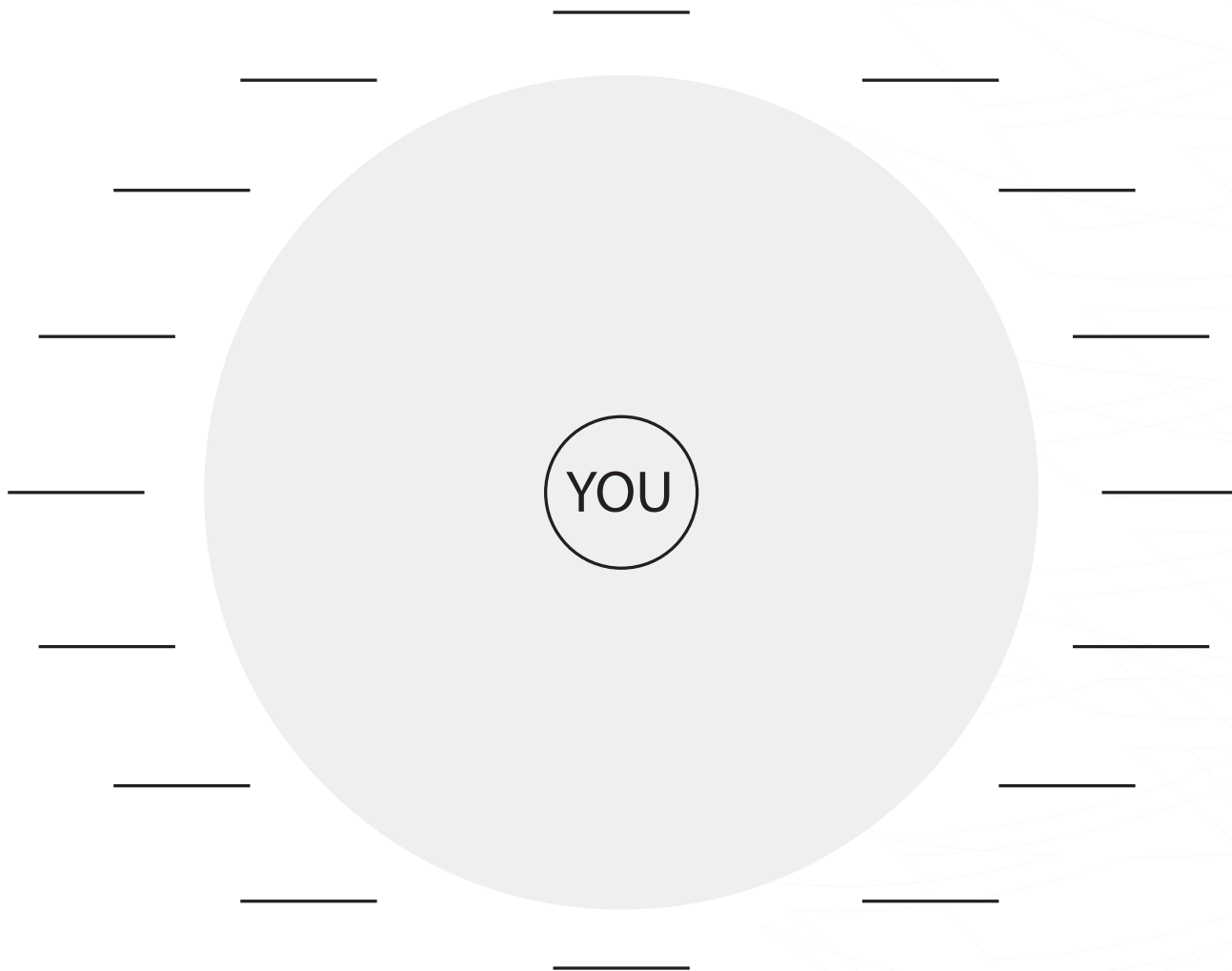
IDENTIFYING WHO'S IN YOUR NETWORK

Write the initials of up to 16 people who are important to you in your professional network and with whom you've had direct contact in the last 6 months. They can be people who:

- Give you information and resources
- Help you solve complex problems at work
- Provide you with developmental advice or personal support
- Come from inside or outside the organization
- Would be nearly impossible to replace if they no longer were in your network

Do you think the people in your network know each other? Work your way around the circle drawing lines connecting people that know each other.

Next, compare your circle to the diagram below to see how open or closed your network really is.



NETWORK - CURRENT STATE

DIVERSE

Areas: Group the names into "areas" by the *primary* way you know or interact with them. For example, the 10 people you listed may fall into categories such as: my team, finance department, operations committee, university, friend, family, my location, at a different location ... etc.

DEEP

Closeness: Using the rings, indicate how close you feel to the people in your network. Keep in mind the criteria of reciprocity, trust, and frequency. Write their initials that correspond to the relationships strength and the area in which you primarily know them.

RESOURCES

Identify which of your network ties are operational, personal, or strategic. Use the guide to the right to identify them.

GUIDE

- : OPERATIONAL
- : PERSONAL
- ▲ : STRATEGIC:

