

WHO IS IN MY CIRCLE?

As a coach, one of your biggest assets is your professional circle--those you can rely on to provide the best resources to participants. Your circle can include anyone who plays an important role in your professional life, including those who hold a similar role as you, those who supervise you, and those who make decisions about how work is completed. Your circle might also include people from past jobs who may have insight or resources that could be helpful. There is no right or wrong way to define your professional circle, and who is in your circle may change over time.

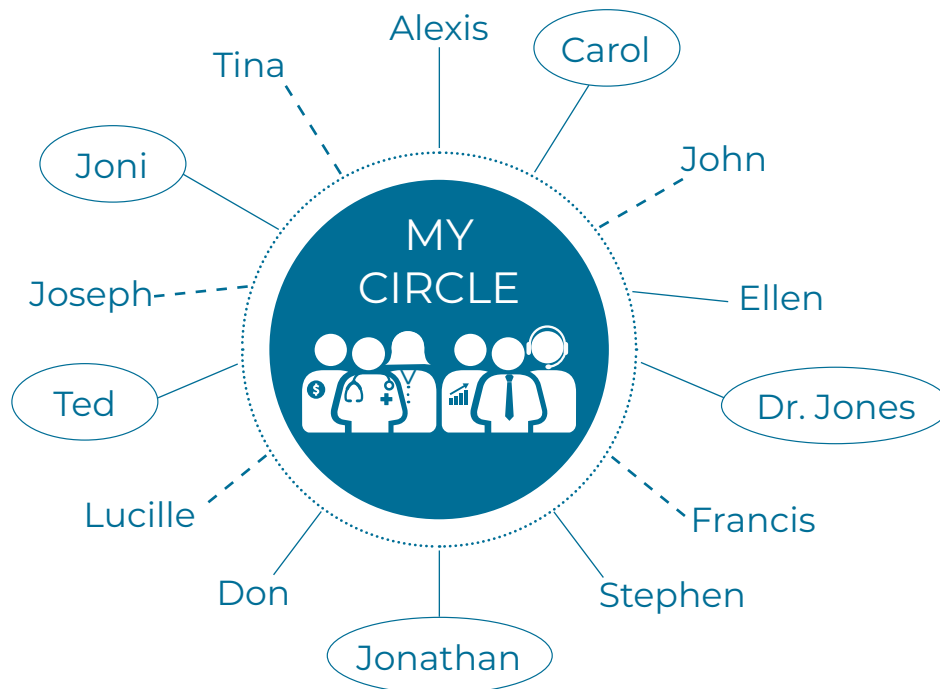
1. Write the name of each person who plays an important role in your work.

Think about your co-workers, supervisors, external stakeholders, community members, people who may work in other departments, or for a different organization altogether.

2. Draw solid or dotted lines to show the type of interaction you have with each person.

- Draw a solid line to the names of people who rely on you for support.
- Draw a two-way arrow to the names of people who you provide support to but they also provide support to you.
- Draw a circle around the names of people who provide any type of support to you.
- Draw a dashed line to the names of people who are helpful to you but are not involved in your day-to-day work life.

Example:



Discussion Questions:

- Who do you consider to be a part of your work circle? Who do you work most closely with?
- Who helps you on a day-to-day basis? For example, supervisors, managers, and other specific colleagues.
- Who helps you when you face an especially difficult challenge at work?
- Who do you celebrate your successes at work with?
- Who is missing from your circle? What role, person, or type of person would be helpful for you to have but is currently missing?

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