

# Mentor, Advocate, Sponsor: Which is Right for You?

## GET INVOLVED AT ALL STAGES OF YOUR CAREER

Read about the different types of mutually-beneficial professional relationships below.

Then, think about what you need in your career, and what you can offer others around you.

*A mentor talks with you, an advocate talks about you, a sponsor talks for you.*

### MENTOR

A mentor is someone outside your chain of command that supports and guides you as you navigate your career; relationship is on-going.



ONGOING  
GUIDANCE



SUPPORT  
SYSTEM

### ADVOCATE

An advocate is anyone in the company who speaks highly of you and wants to work with you.



BUILDS  
NETWORK



POSITIVE  
REPUTATION

### SPONSOR

Someone who opens doors for you to grow in your career; normally someone in an influential position that connects you with the right opportunities.



CAREER  
GROWTH



OPENS  
DOORS

## WHAT AM I LOOKING FOR?

### CHALLENGER

Willing to ask tough questions to help you stay on the right path

### EDUCATOR

Takes the time to sit down and share their knowledge so that everyone can succeed

### CONNECTOR

Helps you find the right people; extends their network to you

### COACH

Provides strategies and insights to help you reach your own conclusions

### CHEERLEADER

Supports and motivates you, genuinely wants you to succeed

LIST 3 PEOPLE THAT YOU  
ACTIVELY ADVOCATE FOR

- 1.
- 2.
- 3.

LIST 5 SKILLS YOU WOULD  
LIKE TO GROW WITH HELP OF  
A MENTOR

- 1.
- 2.
- 3.
- 4.
- 5.

LIST A SKILL THAT YOU CAN  
SHARE WITH SOMEONE

LIST AN OPPORTUNITY  
YOU CAN HELP OPEN FOR  
SOMEONE

