



## Who is your Us?

Think of the stakeholders in your life and work. These are your “Us”, the people who remind you that you are not in this alone. Below are listed several categories of people, each of who provides an essential piece. Your **Us** is your personal board of advisors, a rich set of resources for leveraging your own wisdom, as well as theirs. Consider the categories of people below. If possible, identify at least one specific individual who falls into each category—Supporter, Developer, Challenger. The categories are for the sake of creating a diverse set of perspectives in your Us.

### Supportive:

- Who is a **raving fan**? A raving fan is someone who already knows you, believes in you, and sings your praises to others. A raving fan always has your back.
- Who **relies on you**? Those who rely on you (not necessarily dependents or direct reports) are counting on you for guidance, resources, direction, information, and support. These may be businesses or clients you serve. Try to identify specific individuals if possible.

### Developmental:

- Mentors and Coaches
  - Who are your **mentors**? Mentors are others who have walked the path you are on. They are who you learn from, model yourself after, and go to for subject matter expertise and wisdom.
  - Who are your **coaches**? Your coaches listen to you and ask provocative questions that cause you to think and consciously choose your path forward. They hold you accountable for taking action.
- Who are your **partners or teammates**? Your partners are those who have a shared objective, and a complementary role in accomplishing your goals. They may have a different focus and slant on things than you have, and that enables you to learn from them, yet they are committed to mutual success.

### Challenging:

- Who is a consistent **critic**? A critic disagrees with you and pokes holes in your thinking or plan. It’s not someone who dislikes you, just a person who questions the way you see things, and challenges you to be better.
- Who do you see as having **power or authority** over you? Those who have authority over you may be able to determine (or strongly influence) how you spend your time, your budget, and/or your priorities. They may have the ability to pull the plug on an idea or project. You have to prove yourself.

Some of those on your list of stakeholders will fit in more than one of these categories, which makes them particularly valuable to have on your team.

