



# EVOLVE YOUR ECOSYSTEM

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<p><b>MENTORS / SPONSORS</b></p> <p>Name 1 Name 2 Name 3</p>	<p><b>MANAGER / SKIP LEVEL</b></p> <p>Name 1 Name 2 Name 3</p>	<p><b>MANAGER'S PEERS</b></p> <p>Name 1 Name 2 Name 3</p>
<p><b>MGMT TEAM PEERS</b></p> <p>Name 1 Name 2 Name 3</p>	<p><b>SUPER AUTHENTIC YOU</b></p>	<p><b>OUT OF DEPT. PEERS</b></p> <p>Name 1 Name 2 Name 3</p>
<p><b>MENTEES</b></p> <p>Name 1 Name 2 Name 3</p>	<p><b>DIRECT REPORTS /STAFF</b></p> <p>Name 1 Name 2 Name 3</p>	<p><b>OUTSIDE CONTACTS</b></p> <p>Name 1 Name 2 Name 3</p>

LEGEND: **Red** – Transactional; **Amber** – Operationally Mature; **Green** - Fluid





# ECOSYSTEM LEGEND

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- **Red** or **bold**: if you have a “transactional,” typically business-only relationship that focuses on accomplishing specific objectives. For example, the relationship between you and your manager or with a supplier is often a transactional relationship. These relationships develop around your “go-to” folks, those people you can count on to get things done.
- **Amber** or *Italic*: if you have developed an operationally mature relationship. For example, you know they have kids and you know the names of their children. These are people you meet up with every so often and speak with on a semi-regular basis. When you see your relationships developing, you put some effort into getting to know each other better.
- **Green** or underlined: if you have a fluid relationship. These people are your mentors, colleagues, and close peers. You have coffee or lunch with them regularly and your conversations range from work-related issues to more personal interactions. The discussions that you have with these people are usually related to long-term plans.



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	Red	Amber	Green	Total
#				
%				

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