Diversity & Inclusion
Advisory Network Assessment

Think about who is in your "advisory network" in the workplace? Who do you turn to when you are working on a project, looking for insight/input, or trying to make an important decision?

Step 1: List their names in the first column.

Name(s)	Demographic Categories								

Step 2: Fill out the chart with the demographic categories for each advisor that are meaningful to you. Some suggested demographic categories are:

Gender	Race or Ethnicity	Personality Type (Introvert/Extrovert)	Nationality (Country of Birth)
Geography	Age	Team	Military Service
Sexual Orientation	Ability or Disability	Role	Gender Identity or Expression
Religion	Socio Economic Background	Education Level	Language

Put a "v" in the square if your advisor's identity matches your own in that category. Put a "X" in the square your if advisor's identity differs from your own in that category.

Step 3: Now review the chart and see if your advisors share four or more characteristics with you and cross them off your list. The reason we ask you to cross them off is because it is unlikely that these people will be able to tell you anything you don't already know. Since they share many of your filters, they will likely have a similar lens (looking through a mirror instead of a window/prism). So, if you seek this person out, you are probably looking for someone to agree with you. Innovation and creativity are more likely to come from someone who is different from you and can challenge your assumptions and perspective.