

The Mentor vs. Sponsor Guide

They are not the same thing. You need both.

A Mentor...

Gives you advice and guidance
Shares their experience and perspective
Helps you think through decisions
Talks to you about your career
You choose them

How to Find a Mentor:

Look for someone whose career path or leadership style you respect. Ask them.

A Sponsor...

Puts your name forward when you're not in the room
Advocates for your promotion, your raise, your next opportunity
Uses their influence on your behalf
Talks about you to the people who make decisions
They choose you, based on what they've seen you do

How to Earn a Sponsor:

You don't ask for a sponsor. You earn one by being visible, consistent, and excellent.

Who talks about you when you're not in the room?

1. _____
2. _____
3. _____

Your Impact is Real. Your Voice Matters. You Are Somebody.

