



Professional Network Relationship Assessment

Description

Cultivating strong mutual relationship is one of the most high-leverage practices in which effective leaders can engage. Powerful relationships are characterized by mutuality, openness, and an intentionally designed alliance or way of working together. How strong are your strategic relationships? Use this tool to assess the relationships in your professional network, and identify those that harbor the greatest potential for improvement.

Instructions

In the worksheets that follow:

List the professional networks you have that are important for you — these are categories of people, such as “direct reports,” “leadership team colleagues” “external professional network,” mentors and gurus,” and so forth.

Use a separate *Network Assessment Worksheet* for each network you want to assess. On the worksheet:

1. List the names of the people with whom you have relationships.
2. Rate the strategic **importance** of the relationship to you using a scale of 1 (very low) to 10 (very high).
3. Rate the **current strength** of the relationship using a scale of 1 (very low) to 10 (very high).
4. Subtract the current strength rating from the importance rating and put the number in the Score column.
5. Review your Score column to identify the items that have the highest scores — these relationships have the highest potential impact for improvement, particularly if your importance rating is high. Circle these items.

Use the *Individual/Team Relationship Assessment* and *Designing the Alliance Worksheet* tools to plan your approach to enhancing the relationship.



My Networks

List the primary professional networks you have that are important to you. *Examples: direct reports, management team peers, external professional colleagues, mentors/gurus, and so forth.*

1.
2.
3.
4.
5.
6.

Network Assessment Worksheet

Name of Network: _____ <i>In the spaces below, list the relationships in this network.</i>	A. Level of Importance (1–10)	B. Current Strength (1–10)	C. Score (A – B = C)
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			

The highest scores (Column C) represent relationships that you assess to be of relative high importance and low strength. The high scoring items (Column C) that are also high in importance (Column A) hold the highest potential for strategic improvement — circle those items and move those names to the Network Action Plan Worksheet.