



INITIATE:
Rely On Advisors and Confidants
for Feedback and Support

THE IDEA

Lean On People Who Know You Well



Many people miss the chance to receive insightful feedback and crucial personal support during transitions.

More successful people lean on longer-term relationships to navigate newness and inevitable uncertainties and setbacks of a transition.

- Turn to colleagues, a former boss, a mentor, friends and family for input, validation, pushback, encouragement, reality checks and emotional support.
- Allow yourself to be honest and open. Ask confidants to test your ideas, offer perspective and give advice.

BUILD YOUR NETWORK OF CONFIDANTS



Make sure you are in regular communication with confidants in each category:

Truth tellers will give you needed, sometimes brutally honest feedback, telling you if you are over-reacting, sending unintentional signals or handling a situation in a way that is not productive. They will give honest advice, with good intentions for you, the team and the enterprise.

Emotional anchors provide support, encouragement and perspective. They share your values, are invested in you personally and help you re-energize.

TAKE ACTION

Rely on Truth Tellers and Emotional Anchors



- **Name your Truth Tellers and Emotional Anchors.** One or two close confidants may immediately come to mind. Also consider those you rely on occasionally, but in important ways. Or people you turn to every day to be sounding boards, feedback-givers and supporters.
- **Brainstorm a list of who else.** Who could you turn to but haven't? Are there relationships you could invest in more? What steps could you take to create a deeper connection?
- **Avoid a hero mentality.** Don't think you need to solve problems by yourself or pretend you have everything under control.