

9 Takeaways for Effective Sponsorship Across Difference for Protégés

1. **Help your sponsor help you** by bringing ownership, energy and enthusiasm to this two-way relationship.
2. **Build trust with your sponsor.** Be open and honest, get to know your sponsor well, build on your commonalities, and be open to sharing your differences.
3. **Make sure your sponsor knows your work experience,** achievements, approach to your work commitment, areas in need of improvement, and your career goals.
4. **Be receptive to feedback** – make sure you understand the feedback and execute on it.
5. **Be responsible and accessible and keep your commitments.**
6. **Learn more about and be able to detect biases and feelings of discomfort,** especially your own internalized biases.
7. **Don't be complicit with the negative stereotypes about your own group** –stand up, confront, take responsibility, and make space for yourself at the table.
8. **Find additional sponsors** – there is no rule that states you can only have one; and develop a heterogeneous network of relationships within and outside of your organization to support you.
9. **Be involved in your organization's diversity-related activities** to increase awareness; find a sense of community and support, and enhance your ability to navigate differences and subtle bias .