

Building An Effective Sponsorship Relationship: Questions for Protégés to Consider

- What's the strategy for my success? How is the plan going? What adjustments do my sponsor and I need to make?
- How am I doing in the organization?
- Am I doing a good job following through on the advice and opportunities that my sponsor is providing? Are there opportunities and relationships that I should be taking advantage of or that I am missing?
- What are the “unwritten rules” and organization’s culture that I need to be aware of and navigate?
- Is there something that I should be doing better or differently?
- Am I receiving enough feedback and direction? Do I understand the feedback? Am I acting on the feedback?
- Does my sponsor see me undercutting my own value or undermining my success in some way?
- Am I sharing openly and honestly with my sponsor? If not, what is holding me back?
- What is my reputation; how am I regarded internally and externally by clients, customers, vendors?
- Am I doing enough to increase my own visibility?
- Is the trust in our relationship growing? What more do I or my sponsor need to do? Is there something we need to do differently?