Mentoring Mosaic Worksheet

A strategic tool to map your professional network, identify development gaps, and build a diverse support system. Rate your contacts as Senior (S), Peer (P), or Junior (J).

1. Map Your Current Network

Mosaic Category / Need	Mentor Name(s)	Level (S / P / J)	Frequency of Contact / Notes
Primary Guidance Main advisor, direct line manager, or core thesis supervisor.			
Skill Development Experts who help you build technical or functional capabilities.			
Career Advancement Sponsors or senior leaders who advocate for your growth and promotion.			
Work-Life Integration People who guide you on mental health, family balance, or boundaries.			
Safe Space / Emotional Trusted peers or confidants for venting and processing challenges.			
Industry Insights External connections giving perspective on broader market trends.			

2. Gap Analysis & Action Plan

Where are your biggest support gaps? (e.g., lack of sponsors, no peer network)

Identify 1-2 individuals you want to approach to fill these gaps:

What specific action step will you take this week to expand your mosaic?