



Who is on your personal board of directors?

Conceived by [Kate Hutson](#), a personal board of directors is a group of individuals that you have assembled as part of your network to help you develop and navigate your career. These individuals can be peers, friends, family members, colleagues, or leaders that you can reach out to for advice, guidance, and feedback.

As part of your network, find people who...

- will celebrate you
- validate your feelings
- remind you of your good qualities
- have a strong career identity
- will be an advocate for you
- foster psychological safety
- will give you honest feedback
- hold you accountable
- will mentor you
- share knowledge
- are good at finishing tasks
- challenge you to go bigger
- have more experience than you
- are a great connector
- have organizational power
- will help you develop your skills
- make you feel heard
- are a sounding board for you
- navigate workplace politics well
- are a great coach
- will encourage you with challenges
- are a leader you admire
- know the unwritten rules of a company
- has good...

Personal BOARD of Directors

As part of your network, someone who...

validates my feelings	has good...	will celebrate me	reminds me of my good qualities	will give me honest feedback
has a strong career identity	will be an advocate for me	is a sounding board for me	has more experience than me	will help me develop my skills
navigates workplace politics well	fosters psychological safety		is a great coach	makes me feel heard
challenges me to go bigger	is a leader I admire	knows the unwritten rules of a company	has organizational power	is a great connector
is good at finishing tasks	will mentor me	will encourage me with challenges	shares knowledge	holds me accountable

You can use the above bingo card to give you a fun way to assemble this very important group of people for your future career! Feel free to add/edit any part of the list that makes the most sense for you. The goal with a personal board of directors is to have a diverse group of people who will add to your viewpoint and perspective—so avoid having everyone from the same industry or organization.

Feeling as though you still have some big gaps on your card? Consider expanding your network through [informational interviewing](#) and utilizing tools available to the MIT community like [Alumni Advisors Hub](#).

