

Building An Effective Sponsorship Relationship: Questions for Sponsors to Consider

- Do I know my Protégé well enough and do I know what opportunities and skill development my Protégé wants and needs?
- Do I know what motivates or demotivates my Protégé?
- What are my Protégé's skills, strengths, challenges, unique gifts – can I articulate them?
- What's our strategy for my Protégé's success? How is the plan going? What adjustments do we need to make?
- Am I doing a good job helping my Protégé to understand and navigate the unwritten rules and organizational culture?
- Is there something that I think my Protégé should be doing better or differently?
- Does my Protégé have any concerns regarding their career, a project, a person that I can help with?
- How well have I been promoting my Protégé and identifying opportunities for them?
- Am I giving my Protégé enough feedback? Am I holding anything back? If so, why is that?
- Does my Protégé feel supported, overwhelmed, understood?
- Is my Protégé aware of their reputation, how they are regarded internally and also externally by clients, customers, etc?
- Am I doing enough to increase my Protégé's visibility?
- Is the trust in our relationship growing? What more do I/my Protégé need to do? Is there something we need to do differently?