



3.3.3 Thinking about your network

One way to analyse your network is to consider the extent to which your network a) has grown over time so that you are drawing on long-term relationships, b) represents individuals in a range of institutions or locations, c) includes formal organizations, d) ensures different kinds of support, and e) is reciprocal.

A tool to help you examine some of these aspects of your network is this framework adapted from an [article in Harvard Business Review](#) – adapted since the framework was designed for professionals. It proposes three forms of networking – operational (work responsibilities in and out of the university), personal (personal development) and strategic (new scholarly directions and networks). Based on our research, we would say most of the participants focused on the second, some on the third and very few on the first. Analyze these purposes in light of the present locations, players and attributes in your network in order to assess the strengths and weaknesses of your present networking and networking strategies.

Purpose(s)	Operational: Getting work done efficiently	Personal: Enhancing personal & professional development	Strategic: Figuring out future priorities and challenges
Location: e.g., institutional/ national/ global			
Players: Who is in your network? Who do you still want to recruit?			
Network attributes: Key value(s), e.g., scholarly/ non-academic			

Other resources

UK site that begins with professional networking and moves onto academic networking:
<http://www.jobs.ac.uk/careers-advice/working-in-higher-education/573/how-to-develop-successful-networking-skills-in-academia>



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