

BEING THE CEO OF YOU:

Building Your Own Personal Board of Directors

You most likely mentor students, but do you have a mentor for yourself? Research has shown **faculty who have mentors and coaches consistently outperform those who don't** because they can help identify blind spots on the journey to personal development and career growth.

Your personal board of directors (PBOD) is a collection of advisors that you assemble to help you think about, plan, and envision your career trajectory. They offer you practical knowledge and counsel you on effective and efficient strategies for career growth. Just like an institution's BOD, they can help you:

- » **Clarify** priorities and goals
- » **Identify** strengths, weaknesses, and opportunities
- » **Find** inspiration and support when you face challenges
- » **Hold** yourself accountable

Above all, every member of your PBOD must be committed to your development.

Who should be on your PBOD?

The most important consideration when forming your PBOD is who to invite on board.

The first step is to reflect and weigh your most pressing needs. Do you need a Chief Technical Officer? A Chief Wellness Expert? What about a Marketing and Branding Officer? Do you need a clarifier, connector, challenger, listener, or navigator? Be clear and focused about who you choose to invite and why.

TIP

Pay special attention to the diversity of your PBOD. Selecting those who think similarly to you may be risky or unproductive.

It is to your advantage to leverage your board's experience, suggestions, and ideas, and then to evaluate and take action on their recommendations.

Once your PBOD is formed, remember to continually monitor their impact on your career and refresh the members on an ongoing basis—**as you grow and evolve, so will your mentorship needs.**

Additional Resource

Greene, M. P. (2015). *Creative mentorship and career-building strategies how to build your virtual personal board of directors*. Oxford: Oxford University Press.



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