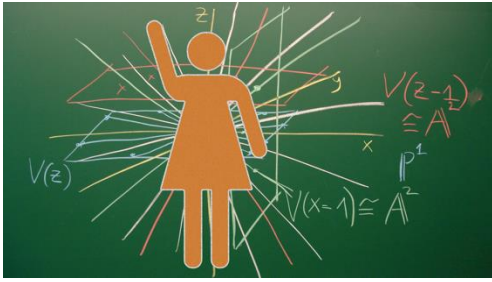


Opportunity	Benefits	Risks + Costs	When to leverage
Internship	<ul style="list-style-type: none"> • Get real world experience • Test ride a job, work culture, or field • Gain credit or cash • Develop applied skills • Resume builder • Intentional learning 	<ul style="list-style-type: none"> • Time commitment: at least 20 hours/week • It's a job • Work culture may not be a good fit 	<ul style="list-style-type: none"> • Summers during high school • Summer or school year during college/graduate school • Immediately following college graduation • When making a career change
Mentorship	<p>For mentee</p> <ul style="list-style-type: none"> • Apply knowledge in real world setting • Increase self-confidence • Learn how to navigate in the work world • Improve communication skills • Improve ability to receive feedback and improve in real time • Improve interpersonal relationship building and team work skills • Grow professional network • Experience work culture <p>For mentor</p> <ul style="list-style-type: none"> • Increase opportunities for advancement • Increase visibility/influence as a leader • Opportunity to give back • Improve listening skills • Improve people management/coaching skills 	<p>For mentee</p> <ul style="list-style-type: none"> • Time commitment: at least 20 hours a year • You are the one who needs to drive the relationship • Mentor may overcommit and not be as available as promised • Uncertainty about mentor's ability to effectively mentor you <p>For mentor</p> <ul style="list-style-type: none"> • Time commitment: at least 20 hours a year • May take away from work performance in the short-term • Uncertainty about mentee's ability to deal with challenges 	<ul style="list-style-type: none"> • Junior and senior year in high school • Any time after high school • Immediately following college graduation or certificate completion • Throughout your career
Sponsorship	<p>For protégé</p> <ul style="list-style-type: none"> • More rapid career advancement—takes you to the next level • Increase confidence to ask for stretch assignments • Increase compensation and promotions • Support and protection during difficult times and prevent big failures <p>For sponsor</p> <ul style="list-style-type: none"> • A loyal, competent person on their team/side • Someone with eyes and ears open who will share and prevent leader from being blind sided • Shares the glory when protégé is successful 	<p>For protégé</p> <ul style="list-style-type: none"> • Your success is tied to the success of your sponsor • You need to be available to support your sponsor when they need you • Your decision, judgment and behavior reflect on your sponsor <p>For sponsor</p> <ul style="list-style-type: none"> • Takes the hit when the protégé is not successful • Protégé may not evolve as a leader in a way that the sponsor envisioned 	<ul style="list-style-type: none"> • When you have defined a career path that you want to travel



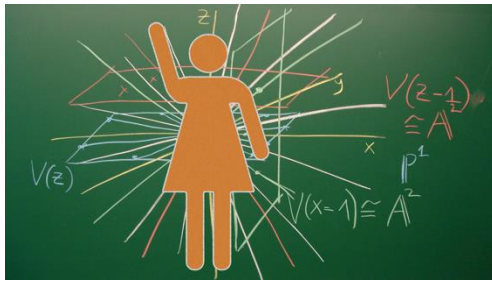
You are the predominant creative force in your own life!

How do you want to leverage an internship, mentorship, or sponsorship to advance your career?

What commitment are you going to make to yourself to do over the next 30 days to advance your career? (Set goals that are Specific, Measurable, Achievable, Relevant, and Time-Bound).

The first 3 steps for getting a sponsor:

- 1) Embrace your dream and assess your strengths
- 2) Scan the horizon for potential sponsors
- 3) Distribute your risk



STEM Career Resources

Organization/Resource	Connection Information
STEM Undergrads	https://stemundergrads.science.gov/
Association for Women in Science	https://www.awis.org/chapters/
American Association of University Women-Seattle Chapter	http://seattle-aauw.org/
Institute for Electronics and Electrical Engineers-Seattle Chapter	http://sites.ieee.org/seattle/
IEEE Women in Engineering Affinity group	http://ewh.ieee.org/reg/6/wie/
National Organization for Gay and Lesbian Scientists and Technical Professionals	https://www.noglstp.org/networking-affiliations/noglstp-regional-and-caucus-groups/
National Association for Women Business Owners	https://www.nawbo.org/
Greater Seattle Business Association	http://www.thegsba.org/
Society of Women Engineers	https://reentry.swe.org/internship-opportunities/
National Science Foundation Research Experience for Undergraduates Program	https://www.nsf.gov/crssprgm/reu/
National Society of Black Engineers-UW	https://nsbeuw.wixsite.com/nsbeuw
Society for the Advancement of Chicano/Hispanic and Native Americans in Science in Washington	http://sacnas.org/team_groups/wa/
MyIDP (STEM PhD career planning tool)	http://myidp.sciencecareers.org/
Husky Leadership Initiative Mentoring Page	http://huskyleadership.uw.edu/resources/mentoring-resources/
Washington STEM	http://www.washingtonstem.org/
<i>Forget a Mentor, Find a Sponsor: The New Way to Fast-Track Your Career</i>	Book by Sylvia Ann Hewlett