**SIX TYPES OF PERSONAL ADVISORY BOARD MEMBERS**

Developmental relationships within the inner circle are closer and have more frequent interaction, typically providing greater levels of support. Those within the outer circle (but outside of the inner circle) are less close and have less frequent interaction, typically providing more focused support in a particular area. Less interactive advisors — those who are principally important as role models for the protégé — are located in the white space within the outer circle. Overlapping support circles indicate multiple kinds of support provided.

---

From: *Assembling your personal board of advisors*. Y Chen, RD Cotton, KE Kram, MIT Sloan Management Review