

The Ally Map

A network gap analysis for women in tech

Why this matters

Most high-performing women in tech have plenty of mentors. Almost none have sponsors. Mentors give advice. Sponsors spend political capital on your behalf — they say your name in rooms you're not in, and they're the single biggest predictor of advancement. This worksheet maps your network across four relationship types, identifies where your gaps are, and helps you build a 90-day plan to close them.

How to use this worksheet

1. List every person in each relationship category on page 2.
2. Rate each relationship's strength: 1 = light touch 2 = moderate 3 = strong
3. Tally your totals and transfer them to the scoring table on page 3.
4. Calculate your weighted score per category, identify your priority gap, and commit to three actions.

The four relationship types

SPONSORS

Spend political capital for you. Say your name in rooms you are not in. Advocate before you ask. The rarest and most valuable relationship type in your network.

AMPLIFIERS

Increase your visibility. Share your work and extend your reach to decision-makers you cannot access directly. Help you get seen for the right things by the right people.

MENTORS

Share experience and guidance. Help you navigate decisions, build skills, and understand the landscape. Give advice but do not spend political capital on your behalf.

PEERS

Navigate the same dynamics alongside you. Provide reciprocal support, real-time intel, and solidarity. The relationship that compounds as you both advance.

Map Your Network

List contacts in each category. Rate strength: 1 = light touch 2 = moderate 3 = strong

SPONSORS

Advocate for you in rooms you're not in

NAME	ROLE / COMPANY	STR
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AMPLIFIERS

Extend your visibility and reach

NAME	ROLE / COMPANY	STR
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MENTORS

Share guidance and experience

NAME	ROLE / COMPANY	STR
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PEERS

Navigate the same dynamics alongside you

NAME	ROLE / COMPANY	STR
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Gap Analysis + 90-Day Action Plan

Tally your totals, calculate your weighted score, identify your priority gap, and choose three actions.

Step 1: Score your network

Transfer your counts and average strengths from page 2. Multiply to get your weighted score.

Relationship Type	# Contacts	Avg Strength	Priority Weight	Weighted Score
Sponsors	_____	_____	× 4	_____
Amplifiers	_____	_____	× 3	_____
Mentors	_____	_____	× 2	_____
Peers	_____	_____	× 1	_____

Weighted Score = Avg Strength × Priority Weight | Your priority gap = the row with the LOWEST weighted score

Step 2: Actions for your priority gap

Find the box matching your priority gap below. Choose two or three actions to commit to in the next 90 days.

SPONSORS

- Identify one senior leader who has seen your work and invest in that relationship this month.
- Seek out high-stakes visible projects where senior leaders can observe your impact directly.
- Ask a mentor to introduce you to one person in their network at the level above you.

MENTORS

- Identify one person who has made your target transition and request a 30-minute call.
- Come with a specific question rather than a general ask to maximize their time and yours.
- Follow up on what you did differently based on their input to build the relationship over time.

AMPLIFIERS

- Identify who in your network consistently shares others' work and engage with their content.
- Create something shareable: an insight or perspective that clearly reflects your expertise.
- Ask one trusted colleague to mention your contribution in their next relevant conversation.

PEERS

- Identify two or three women navigating similar dynamics and create a regular informal touchpoint.
- Share information proactively before you need anything in return to build reciprocal trust.
- Look for women in adjacent teams who understand your environment without direct competition.

My 90-Day Commitment

My priority gap is: _____ My weighted score: _____

My first action this week: _____