

NOT ALL SUPPORT IS EQUAL

MENTORS, ALLIES, SUPPORTERS & WHY THE DIFFERENCE MATTERS

★ WHY SUPPORT SHAPES CAREERS ★

Careers rarely grow through skills alone. Access to information, encouragement and opportunities often depends on who supports you and how.

Understanding different types of support helps young women ask for what actually moves them forward.

SUPPORT IS NOT ONE THING

Not all support works in the same way. Advice, encouragement and access play different roles and confusing them can slow progress.



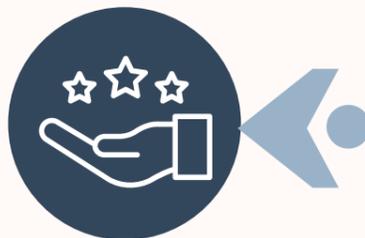
MENTOR

A mentor gives advice, feedback and perspective. They help you think, reflect and learn from experience.



ALLY

An ally supports you in the moment. They speak up, back your ideas and help you be heard in the room.



SUPPORTER

A supporter notices your work and supports your progression. They help connect preparation with opportunity by sharing information or encouragement at the right time.



Many young women receive advice, encouragement and feedback. They are supported to develop skills, reflect on their work and prepare for next steps. This kind of support is essential for learning, confidence and long-term growth.



Alongside skills and effort, progress also depends on how work becomes visible and understood. Clear communication, timely feedback and fair access to information help effort be recognised. These factors do not replace competence, they help connect it to real opportunities.

ADVICE
does not equal
OPPORTUNITY.

HOW TO USE SUPPORT STRATEGICALLY

Ask for **advice** when you need guidance.
Seek allies when you need **support** in the moment.
Look for supporters when you are ready for **opportunities**.

WHO HELPS ME THINK
AND WHO HELPS ME MOVE FORWARD?



ROLE OF YOUTH WORKERS

Youth workers can help young women recognise different forms of support, connect to networks and move from encouragement to opportunity.