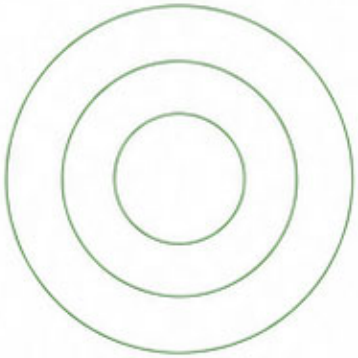
RELATIONAL ACCESS MAPS

Map your team across four dimensions of relational access.
This is about patterns, not individuals.

Place each team member's initials (or use dots) on each map based on their typical level of access.

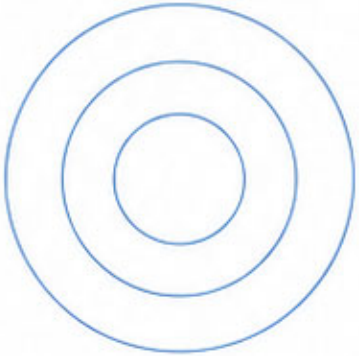
CONNECTION

Who has opportunities to build relationships and feel connected?



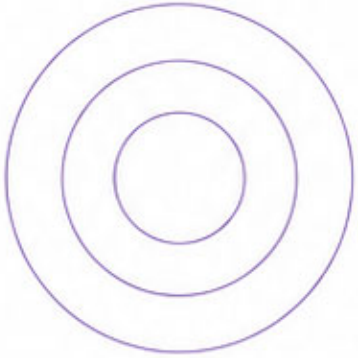
INFORMATION

Who has access to the information and informal context they need?



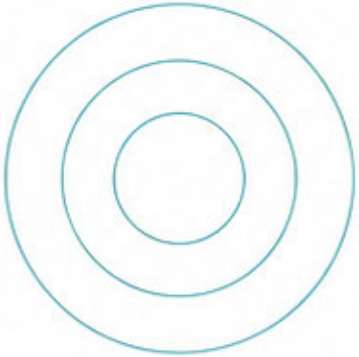
VISIBILITY

Whose work and contributions are seen and recognized?



INFLUENCE

Who has opportunities to provide input, be consulted, and shape decisions?



ACCESS KEY



Center = Greater access
Middle ring = Some access
Outer ring = Less access

Closer to the center means greater access.
Farther from the center means less access.

WHAT DO YOU NOTICE?

Use the prompts below to reflect on the patterns you see across your four relational access maps.

1. What patterns do you notice across the four maps?

2. Do the same people tend to be closer to—or farther from—the center? Why might that be?

3. Does access appear to differ by location (remote, hybrid, in-person), schedule, role, tenure, or other factors?

4. Where do you see the biggest differences in access?

5. What might be contributing to these differences?

6. Which differences make sense given people's roles—and which might warrant attention?

7. What surprised you?

3. What is one thing you might want to explore or address?



The goal isn't to make every map identical.
It's to notice patterns and ask whether differences in access are **intentional, appropriate, or worth addressing.**