



Building Your Bench

Developing The Team That Helps You Thrive in Medicine & Life

by Nita Nautiyal

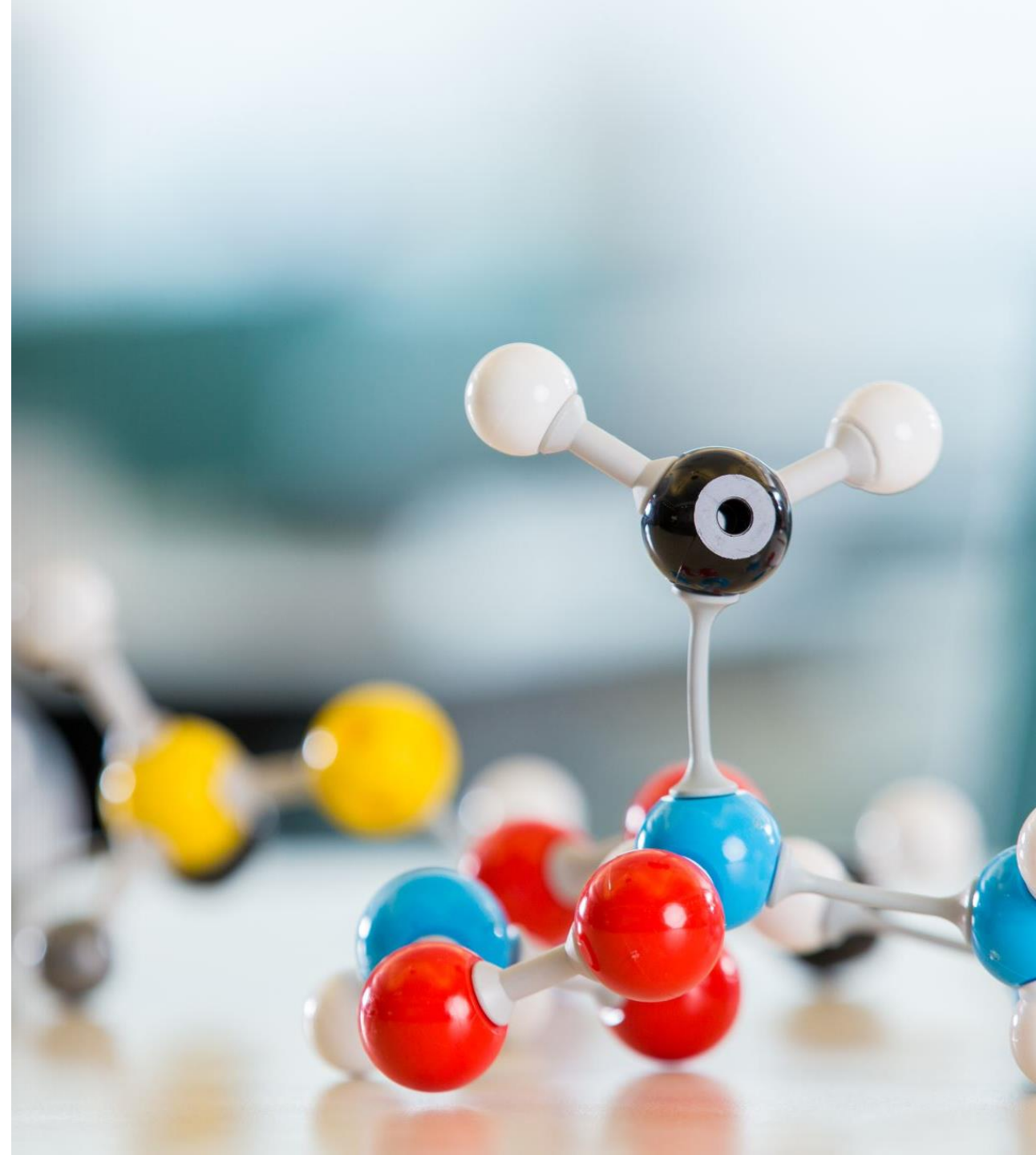
What Athletes Can Teach Us

- Coaches and Strategists
- Nutrition and Mental Health Support
- Teammates and Encouragers



The Biology of Connection

- Releases oxytocin
- Increases resilience, prevents burnout
- Navigate change with confidence
- Achieve more, together



Who's On Your Bench

- Mentors
- Sponsors
- Peers
- Collaborators
- Family & Friends
- Spiritual Anchor



Why It Matters Professionally

- Social Support = 20% less stress
- More engaged, resilient, loyal
- Best friend at work > higher performance and retention



The Unique Challenge

- Women do 75% of unpaid work (Oxfam)
- Less sponsorship and mentorship (McKinsey)
- More microaggressions, less recognition



Start Now, Not in Crisis

- Identify who shapes your thoughts and decisions
- Fill in the gaps – mentors, sponsors, and peers
- Take small, intentional actions



Your Bench, Your Plan – Exercise

Write down:

- 1 Mentor,
- 1 Sponsor
- 1 Peer
- 1 Family Member/Friend
- 1 Spiritual Anchor

Ask: Are they lifting me up or holding me back?

Choose 1 to strengthen in the next 30 days

The ROI of a Strong Bench

- Celebrates wins without envy
- Gives honest feedback – with love
- Catches you when you fall
- Keeps you laughing and grounded



How to Start at This Conference

- LEADderm is more than a conference
- Before the day is over, connect with one new person
- That is how benches start



Thank You!

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