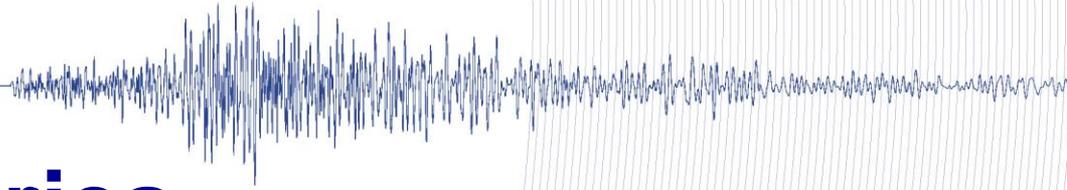




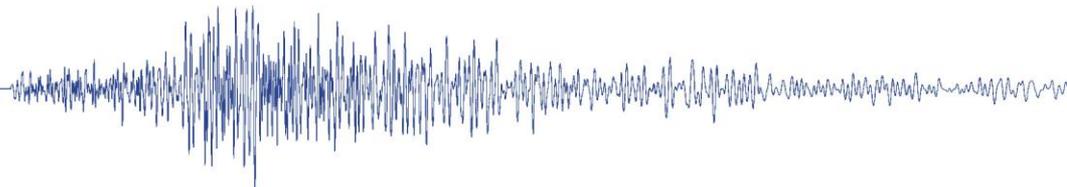
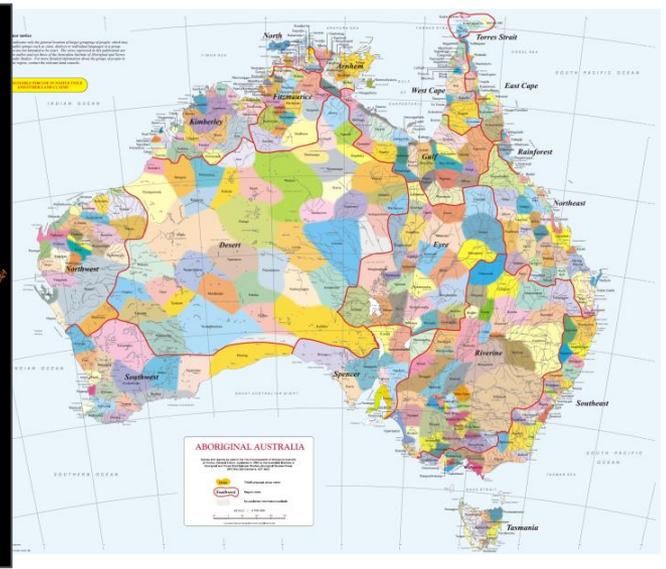
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**ASEG webinar series**

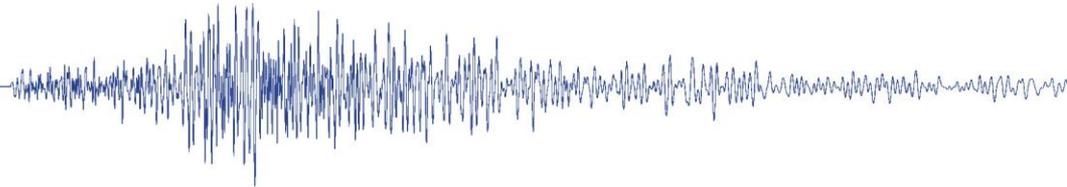
# Acknowledgement of Country

*I'd like to begin by acknowledging the Traditional Owners of all the lands on which we meet today, and pay my respects to Elders past and present. I would also like to extend that respect to any Aboriginal and Torres Strait Islander people who are joining us today.*



# Today's Talk

- **Background**
- **MENTORING = LEADERSHIP**
- **Questions (if I don't talk for too long!)**



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# Poll

Do you have a mentor?

A mentor can be a leader, sounding board, parent, Director, partner, manager, peer, science guru, Professor, friend, coach paid/organise/formalised mentor, a trusted human ..

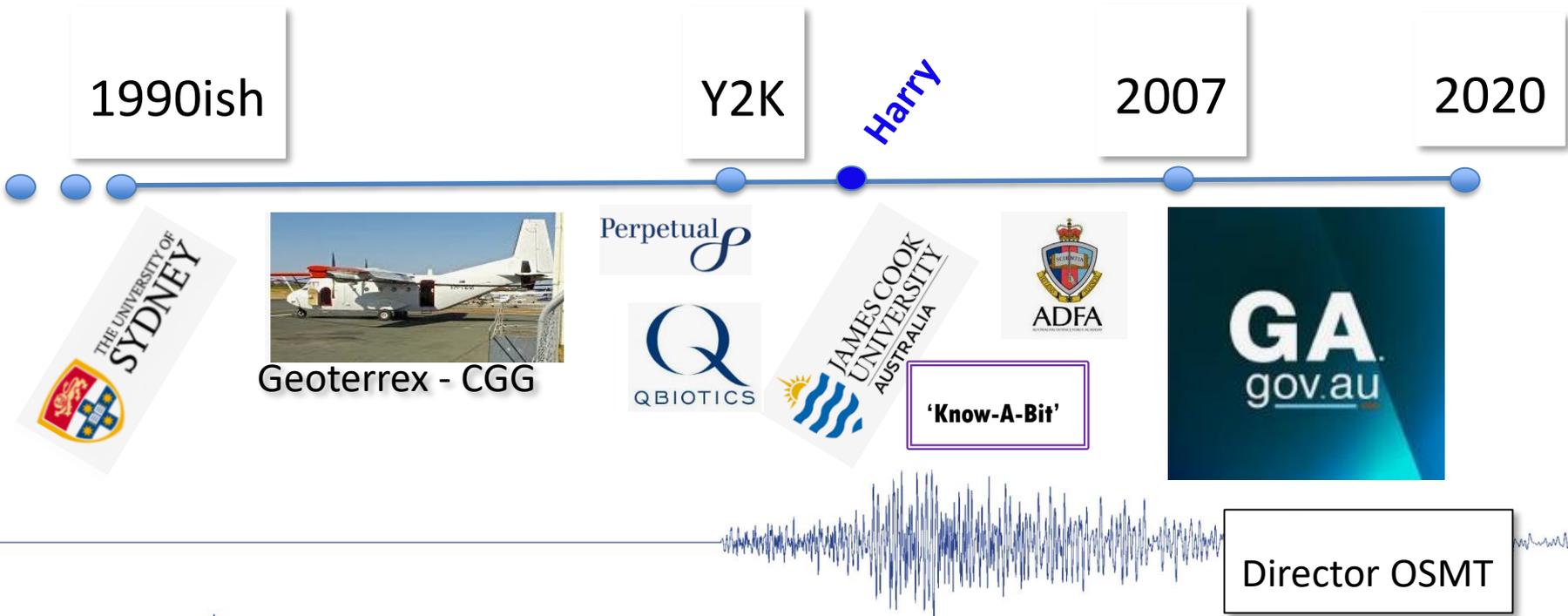


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# My Journey...

**TIP:** make a time line of your journey

## '\$\$' Career



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# The ASEG and I have worked together... for a long time..

## ASEG 'Career'

1990ish

Y2K

2007

2015

2020

Formal Mentor Training IPAA

ooooopsss

Australian Society of  
Exploration Geophysicists  
NSW Branch Member

Australian Society of  
Exploration Geophysicists  
ACT Branch Member  
ACT Branch Secretary  
ACT Branch President

Australian Society of  
Exploration Geophysicists  
Federal Executive Board Member  
Federal Executive Director Secretary  
Federal Executive Director President Elect  
Federal Executive Director President

Science &  
Technology  
AUSTRALIA  
Australian Geoscience Council Inc.  
The Council of Earth Science Societies in Australia  
AGC



**TIP: DON'T WAIT SO LONG TO ASK!**



# WHAT IS MENTORING?

Mentoring is sharing knowledge, skills and life experience to guide another towards reaching their full potential; it's a *journey of shared discovery*.

Mentoring is multi-faceted; it can be formal or informal and may change and evolve as relationship develops.

Mentors **care** and assure their mentee that they are **not alone** in dealing with day-to-day challenges. They help them understand their **value** and their **strengths**. Mentors help shine light on issues and opportunities.

Mentors learn a lot from their mentees. Mentors listen.



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## YOU CAN BE MENTORED ON *JUST ABOUT ANYTHING*

GIS, Inversions, Emotional Intelligence, Goal Setting, Geological Interp, Data Management, People Management, Networking, Career Advice, Resources *and where to find them*, Gap Analysis, Risk Management, Work-Life Balance, Advice on Team Work, Advice *on challenging situations*, How to forgive, How to move on, How to not make the same mistakes again, Diversity Issues, Software Advice, Data Base Advice, How to get feedback, How to action feedback, Processes.....



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# WHY?

You will get better at sharing knowledge, skills and life experience

You will start to feel supported

You will learn the most unexpected things

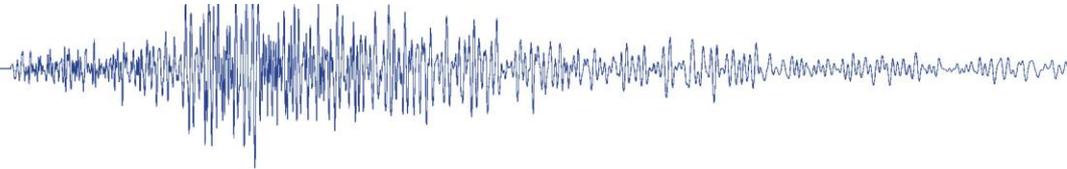
You will start to care

You will set goals and achieve them

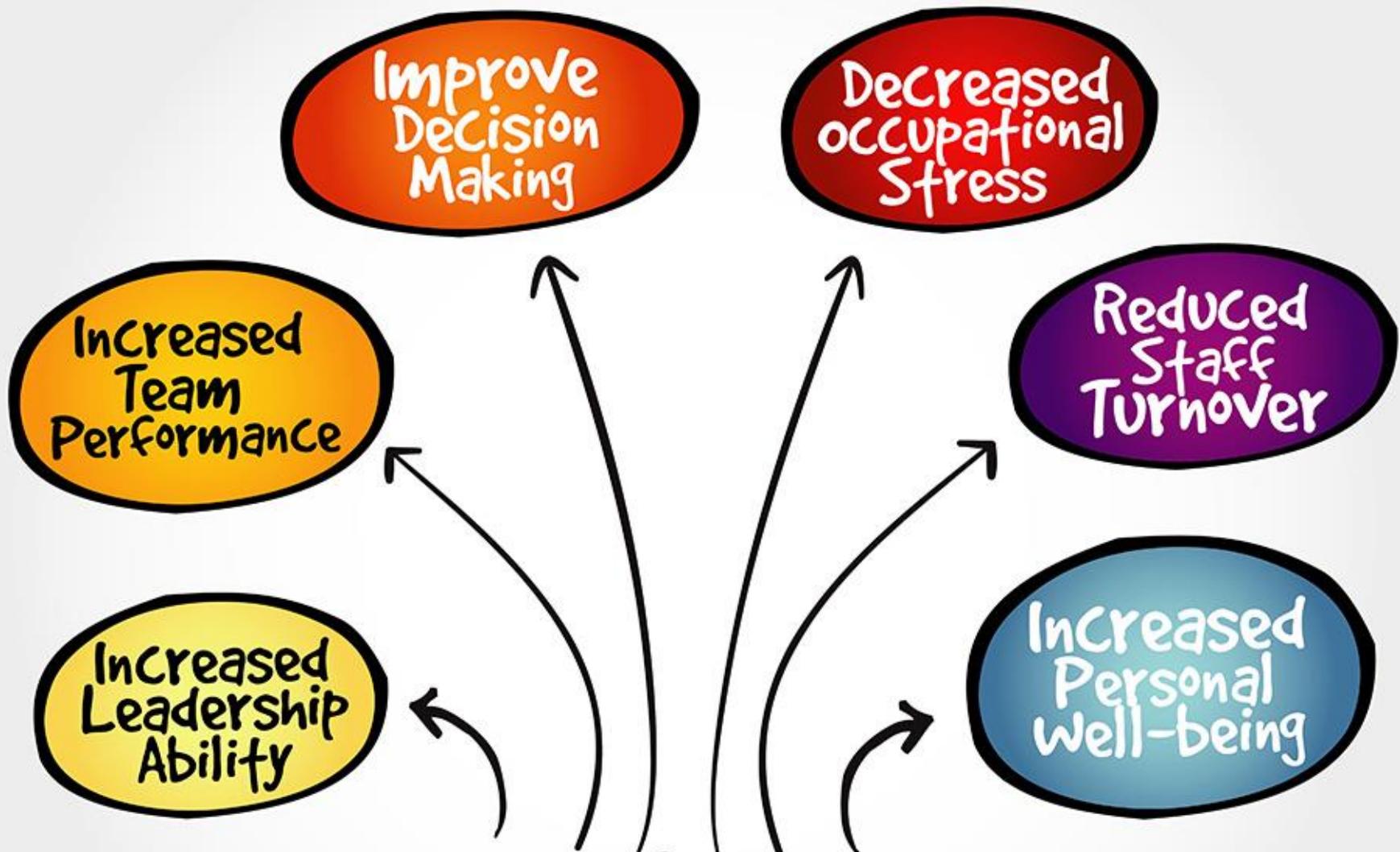
You wont feel alone

You wont feel undervalued

You will improve the quality of your work – family – friends – life

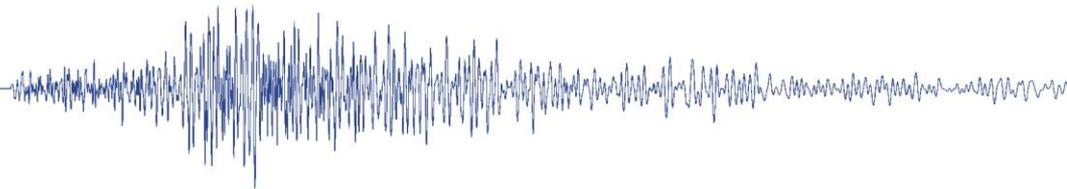


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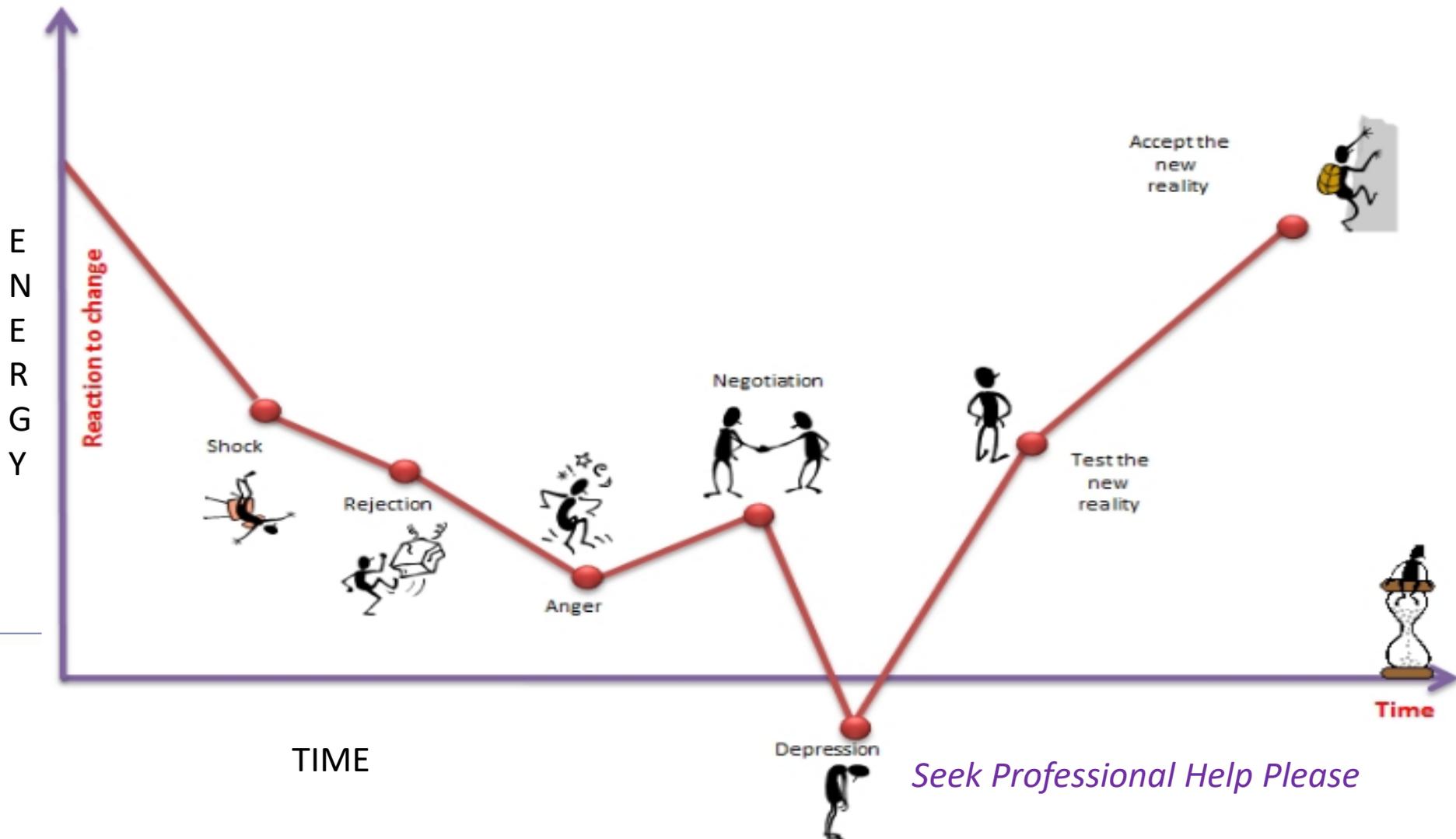
Emotional Intelligence

# TOOL NUMBER 1



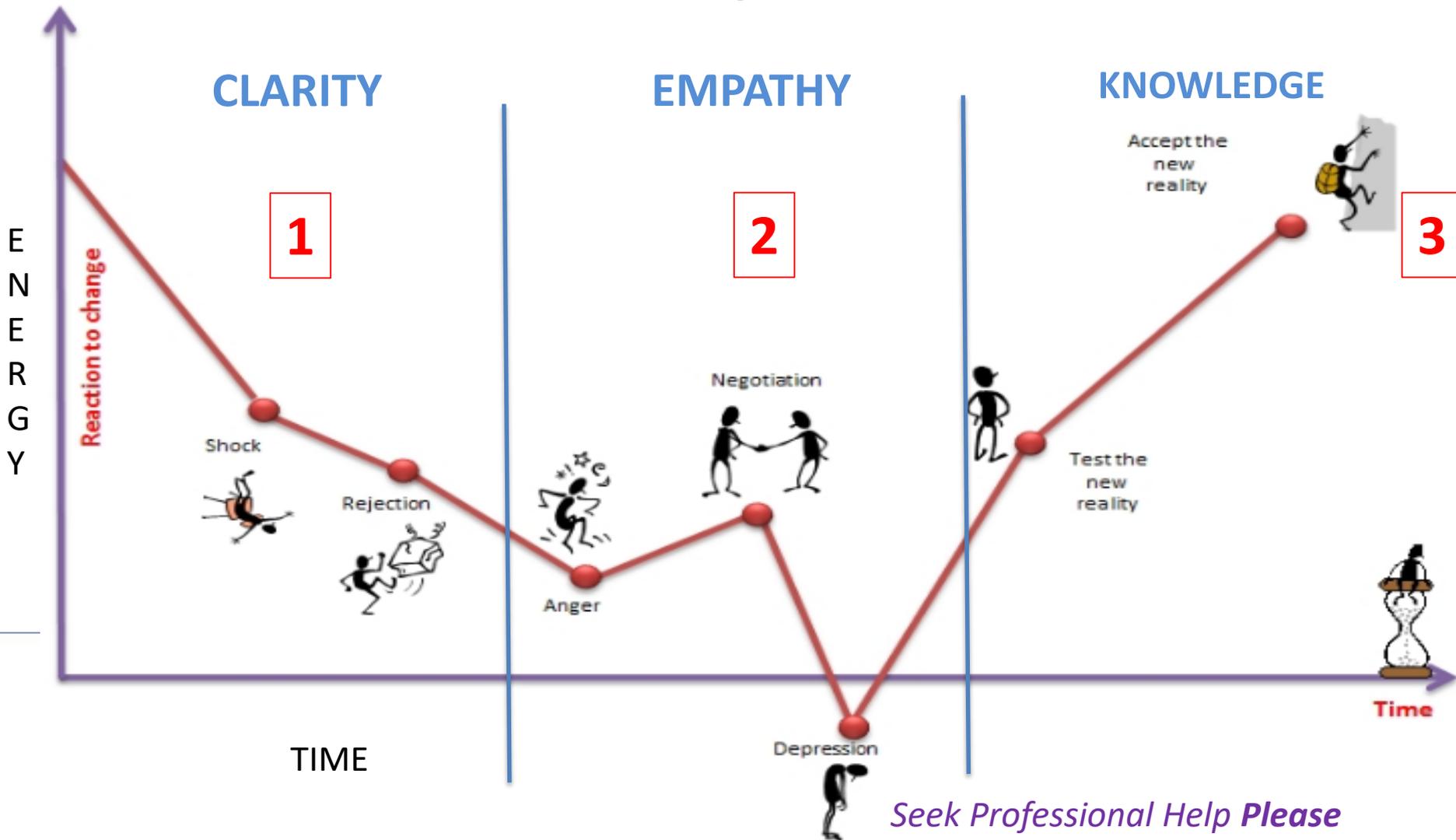
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# Change Management Curve

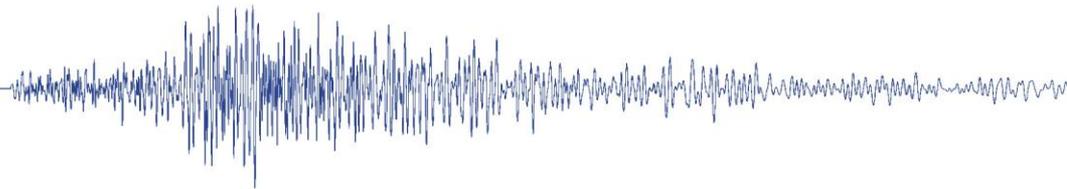


# Poll

TODAY, where are you on this curve



# TOOL NUMBER 2

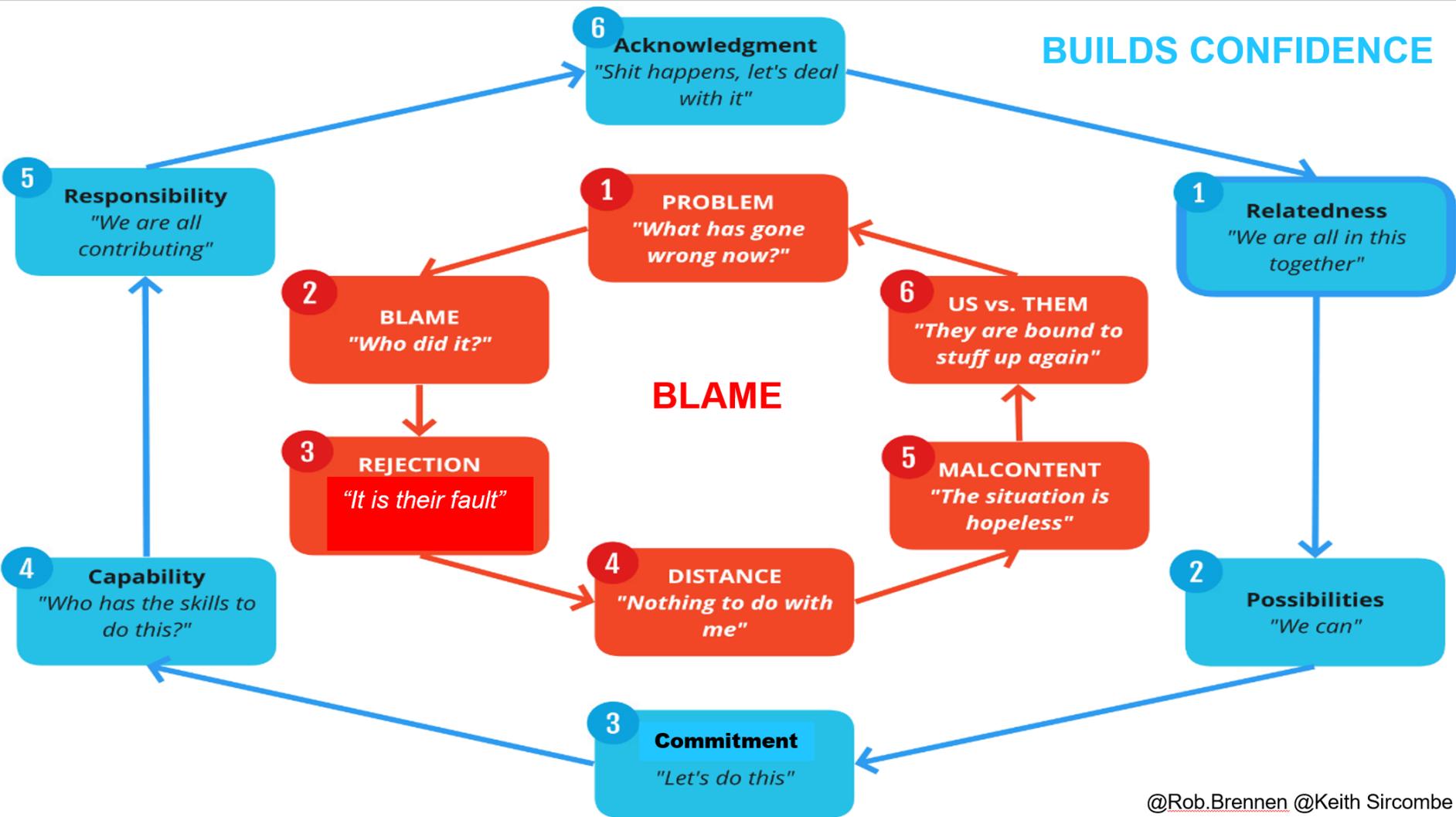


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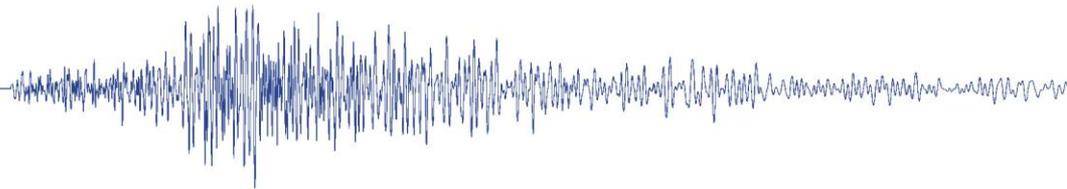
# Red – Blue

## Blame – Growth

### ‘What about me’ – ‘We will rock you’

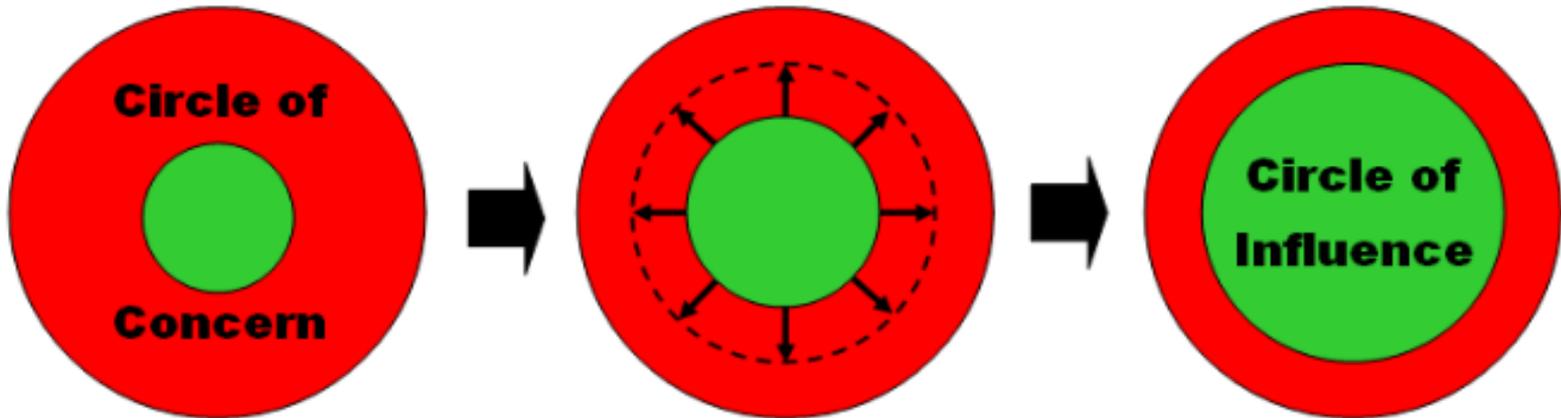


# TOOL NUMBER 3



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# Circle of Influence



## Reactive Focus

You focus the majority of your time and energy on your concerns and problems. You don't take responsibility for your own situation.

## Changing Your Focus

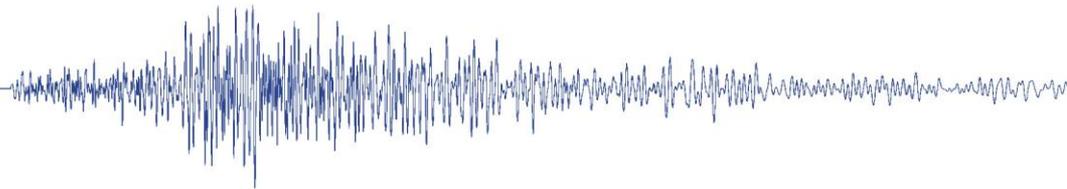
You choose to redirect your time and energy. You begin focusing on those things within your control, and you start making a difference.

## Proactive Focus

You devote the majority of your time and energy to changing what is in your control. Your life improves and you stop blaming others.

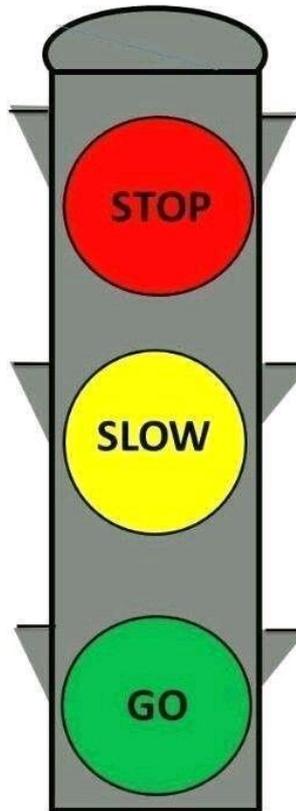
Left Circle of Concern (erosion) BAD *Immature*  
Right Circle of Influence (growth) GOOD *Mature*

# TOOL NUMBER 4



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# SELF AWARENESS



## RED LIGHT CLUES

Punching the wall  
Cursing

Grandstanding  
Frustrated

## YELLOW LIGHT CLUES

Voice getting louder  
Head pounding  
Telling myself how  
unfair this is

## GREEN LIGHT CLUES

"Feeling a okay."  
Very relaxed

**Excluded Zone**

**Misunderstood Zone**

**Genius Zone**



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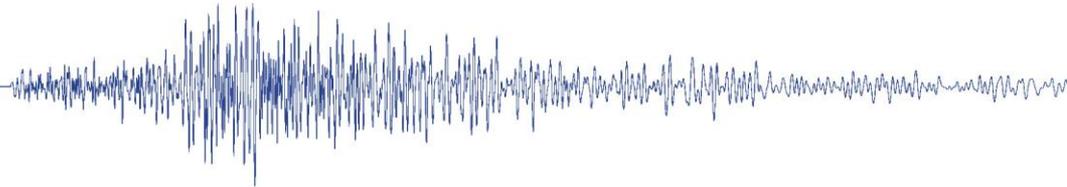
**"When the Japanese mend broken objects, they aggrandize the damage by filling the cracks with gold. They believe that when something's suffered damage and has a history it becomes more beautiful."**

**Billie Mobayed**

# POLL

Have you learnt something new so far tonight?

**If you offer professional mentoring or coaching services please type your contact details in the chat.**



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# **TOOL NUMBER 5**

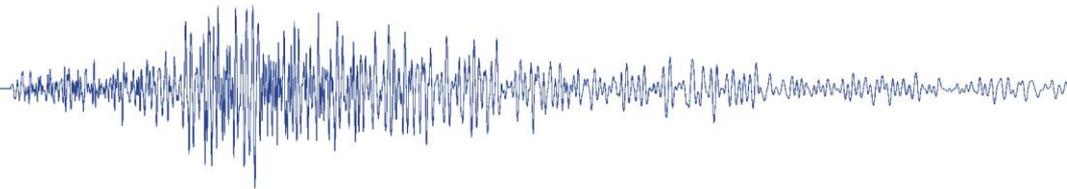
## **MY SECRET WEAPON**



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# 'YES, AND'...

**Take the improvisational comedy rule that demands actors to say, “yes, and” to everything and turn it into a work philosophy.**



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# TOOLS NUMBER 6-10



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# TIP: UTILISE NETWORKS



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Professional Networks



AUSTRALIAN  
INSTITUTE OF  
GEOLOGICAL SOCIETY  
OF AUSTRALIA

Supporting Geoscientists



AusIMM

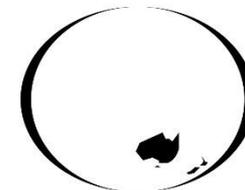


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PESA

Petroleum Exploration  
Society of Australia



ANZGG  
AUSTRALIAN & NEW ZEALAND  
GEOMORPHOLOGY GROUP

# Self Awareness

- ✓ Self Esteem
- ✓ Health
- ✓ Feedback/Forward
- ✓ Share what you learn
- ✓ Gather evidence about you

*Tip: Write a list of your superpowers*



How deep  
is the mud?  
Depends on  
who you ask.

We all go through the  
same stuff differently.

# Imposter Syndrome?

*The fear of being discovered as a fraud  
It is much much more than nerves  
The little voice that says you don't belong*

## *Use your super powers*

*Use an Evidence Base  
Record Successes  
Seek Feedback  
Acknowledge the feelings and breath deeply*

**KEEP AN EYE OUT FOR THE ASEG ORGANISED  
INNER CRITIC WORKSHOP (Happiness Concierge)**



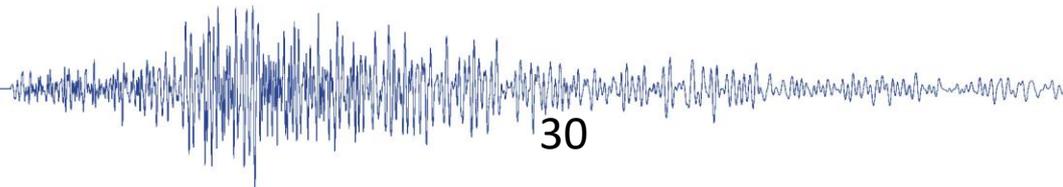
Copyright the Incredibles Pixar



“Adapt, Solve,  
Be Consistent,  
Don’t Give Up,  
Believe in Yourself.”

*I ‘attended’ an Elite Training session at the AIS*

*I wish I looked a little like an athlete...*

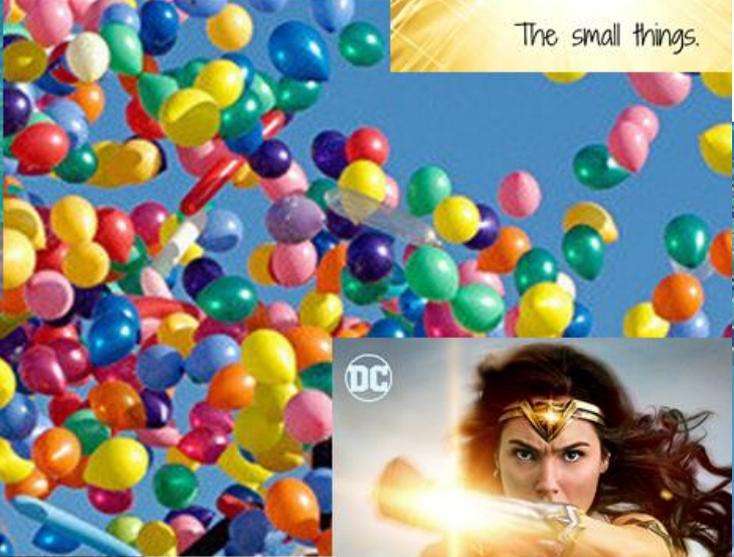


# Celebrate achievements, be grateful for the opportunities



## Celebrate Achievements

Most girls are smart and strong and beautiful  
Most girls work hard, go far, we are unstoppable  
Most girls, our fight to make every day  
No two are the same  
| wanna be like, | wanna be like most girls



Thank you for joining us today, thank you for your time and support

## Marina Costelloe

Mother, Wife, Geophysicist, Advocate, Manager, Mentor, Leader and Explorer

**Please consider joining the ASEG**

*Free for students*

*New Graduate Rates too*



**Australian Government**  
**Geoscience Australia**

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