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.
Todays Talk

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

This is my disclaimer. I was going to put Latin in here, you know just a filler, for a laugh, but then I thought Oh well, let’s put some words down. **Diversity** is about accepting our individual differences and acknowledging the unique blend of knowledge, skills and perspectives each of us bring to the workplace. Diversity can include characteristics such as cultural background and ethnicity, age, gender, gender identity, disability, sexual orientation, religious beliefs, language and education. Diversity also includes characteristics such as professional skills, working style, location, and life experiences. **Inclusion** An inclusive culture is one where people feel valued and respected and is able to fully contribute. It is about removing barriers to make sure everyone can fully participate in the workplace and take advantage of opportunities. Inclusion is about empowering people to contribute their skills and perspectives for the benefit of organisational performance. Mentoring and Leadership go hand in hand, looking after people, science, stakeholders, data requires thinking about more than ‘myself’. 

**Tip: I’m only human – you are too**

...
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 ..
My Journey…

‘$\$$’ Career

1990ish

Geoterrex - CGG

Y2K

Harry

2007

2020

‘Know-A-Bit’

Director OSMT

Australian Society of Exploration Geophysicists
The ASEG and I have worked together… for a long time.

ASEG ‘Career’

- 1990ish
- Y2K
- 2007
- 2015
- 2020

- ooooppsss
- NSW Branch Member
- ACT Branch Member
- ACT Branch Secretary
- ACT Branch President
- Federal Executive Board Member
- Federal Executive Director Secretary
- Federal Executive Director President Elect
- Federal Executive Director President

Australian Society of Exploration Geophysicists

Science & Technology Australia

AGC

Australian Geoscience Council Inc.

The Council of Earth Science Societies in Australia
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.
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......
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
Emotional Intelligence

- Improve Decision Making
- Decreased Occupational Stress
- Reduced Staff Turnover
- Increased Team Performance
- Increased Leadership Ability
- Increased Personal Well-being
Change Management Curve

- Shock
- Rejection
- Anger
- Negotiation
- Depression
- Test the new reality
- Accept the new reality

Seek Professional Help Please

https://www.pcubed.com/bulletins/building-your-argument-change-management
Poll
TODAY, where are you on this curve

1. CLARITY
2. EMPATHY
3. KNOWLEDGE

TIME

ENERGY

- Shock
- Rejection
- Anger
- Depression
- Negotiation
- Test the new reality
- Accept the new reality

Seek Professional Help Please

https://www.pcubed.com/bulletins/building-your-argument-change-management
TOOL NUMBER 2
Red – Blue
Blame – Growth
‘What about me’ – ‘We will rock you’

1. Problem
   “What has gone wrong now?”

2. Blame
   “Who did it?”

3. Rejection
   “It is their fault”

4. Distance
   “Nothing to do with me”

5. Malcontent
   “The situation is hopeless”

6. US vs. THEM
   “They are bound to stuff up again”

5. Acknowledgment
   “Shit happens, let’s deal with it”

1. Relatedness
   “We are all in this together”

2. Possibilities
   “We can”

3. Commitment
   “Let’s do this”

4. Capability
   “Who has the skills to do this?”

5. Responsibility
   “We are all contributing”

BUILDING CONFIDENCE
Circle of Influence

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

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.
TOOL NUMBER 4
SELF AWARENESS

Excluded Zone

Misunderstood Zone

Genius Zone

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

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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.
TOOL NUMBER 5

MY SECRET WEAPON
‘YES, AND’...

Take the improvisational comedy rule that demands actors to say, “yes, and” to everything and turn it into a work philosophy.
TOOLS NUMBER 6-10
TIP: UTILISE NETWORKS

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Professional Networks

WOMEESA Network

Supporting Geoscientists
Self Awareness

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

Tip: Write a list of your superpowers

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)
“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
I wanna be like, I 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

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