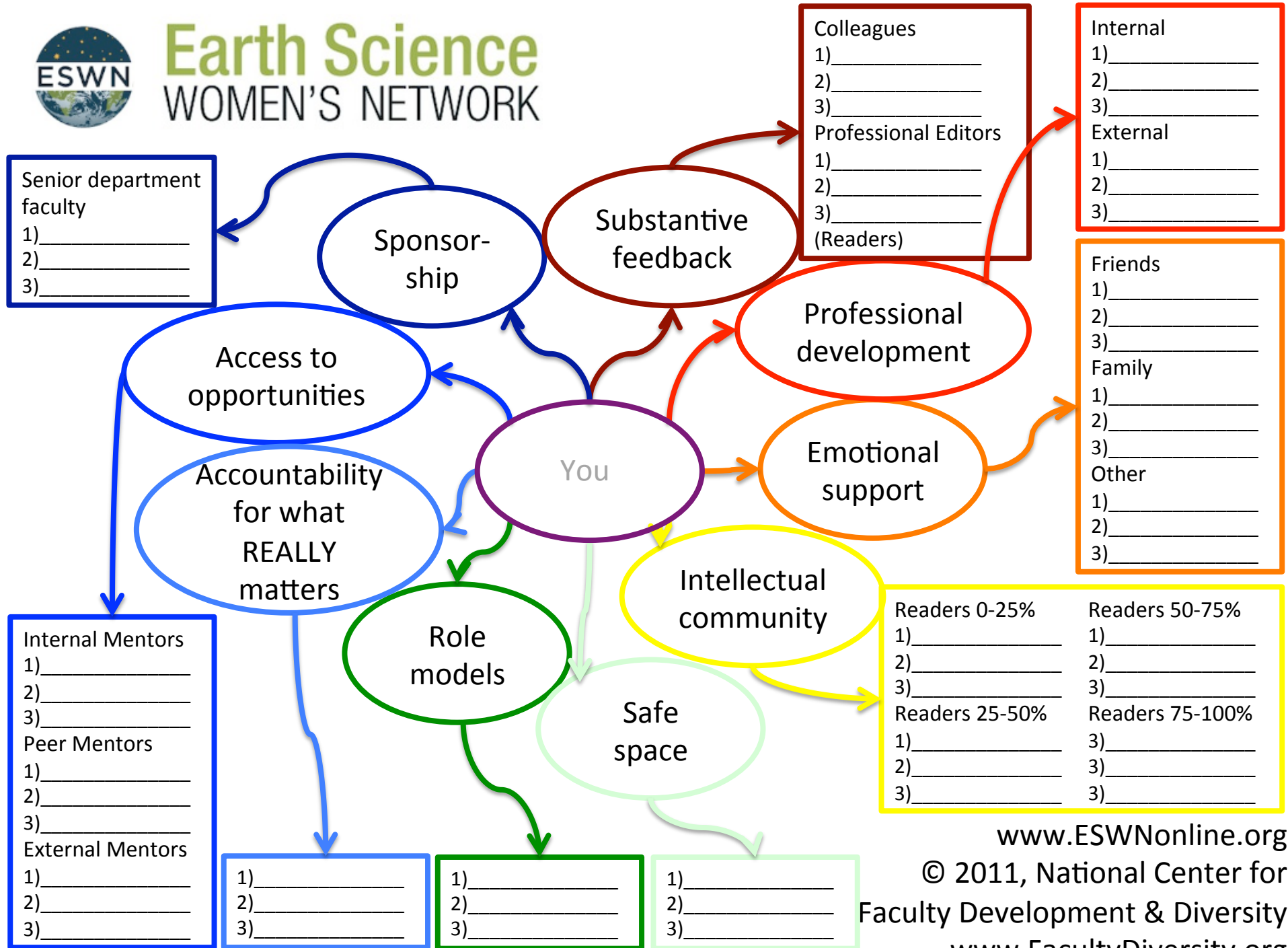




Earth Science WOMEN'S NETWORK



Sponsorship

- people who
- lobby for you behind closed doors
- mention your name for promotions
- suggest you be given more responsibility in a project.

Access to opportunities

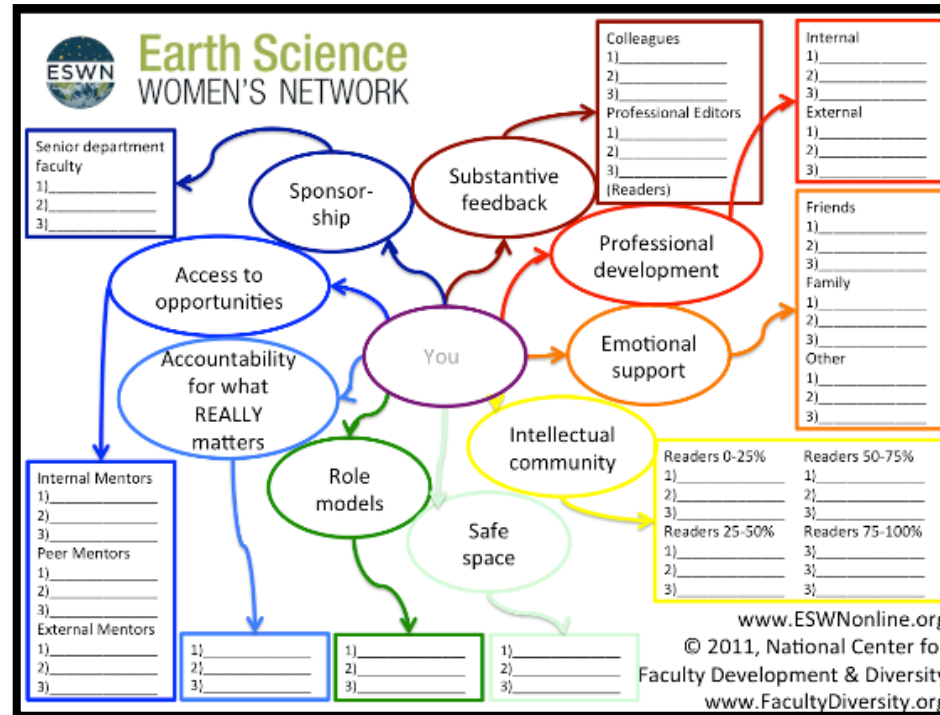
- making sure your network (people and organizations) lets you know about upcoming opportunities
- workshops
- summer schools
- field opportunities
- grant calls
- job openings
- speaking opportunities
- media contacts
- research collaborations

Accountability

authority outside of yourself that will check on your progress with a given task

“Taking ownership of your own mentoring: Lessons learned from participating in the Earth Science Women's Network” M.S. Glessmer, A. Adams, M.G. Hastings and R.T. Barnes (2013)

MENTORING NEEDS



Substantive feedback

- “classic” mentoring
- which journal to submit to?
- How to navigate specific conflicts at your institution?
- Are you making good progress for your career stage?

Professional development

- gaining skills
- Inspiration to improve yourself
- time-management
- conflict resolution
- public speaking training
- personnel management

Emotional support

- someone that you feel comfortable sharing your emotions with
- helps you deal with stress.

Role models

- behavior we want to emulate in different aspects of our lives:
- Work-life balance?
 - Work ethics?
 - Productivity?
 - Diplomacy?
 - Awards?

Safe space

- people you trust who will let you vent without judgment or criticism
- blow off steam, express your frustration, and find your way to deal with the issue in a calm, composed, and unemotional way.

Intellectual community

- bouncing ideas off of
- getting feedback at each stage of your work, from an initial idea until the finished product.
- people who you can share ideas with at all stages knowing that you will get honest feedback without having to fear that you will be laughed at or that they will steal your ideas

RECOGNIZING MENTORS

Sponsorship

-ask if people would mind mentioning positive feedback in a different context (editors, project partners, ...)

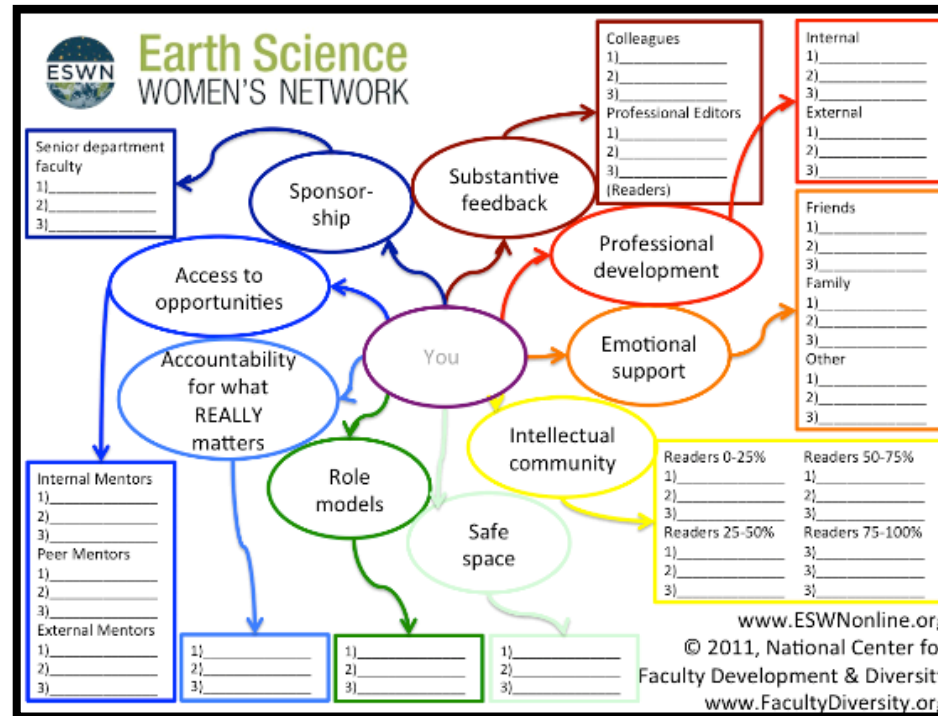
Access to opportunities

-newsletter
-happy hours
-...
-forward information, be a "hub"

Accountability

-writing group
-running group
-friend who sets deadlines and follows up

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Substantive feedback

-senior person in your field
-in an official role now or before
(advisor, head of research group, editor, professional editors, peers)

Professional development

-workshops
-professional organizations
-online resources/email lists
-community engagement

Emotional support

-as important as career support
-family&friends
-trained professionals

Intellectual community

offer support to someone else
-office mates
-coffee break
-old grad-school buddies
-friends from other fields

Role models

-be open to different career levels (one step ahead!)

Safe space

-be careful to avoid conflicts of interest