Kate’s DO and DON’T list (with notes for women in science)

DO:

\* Get PERSPECTIVE. Don't have \*a\* mentor. Have 6 or 10. And maybe even talk to other professionals - it will help you realize just how entrepreneurial and flexible academia is. And if you're a woman, join ESWN (see below).

\* Get a PEER MENTORING group. Probably the single most valuable thing I do professionally. The book "every other thursday" and this article: <http://sciencecareers.sciencemag.org/career_magazine/previous_issues/articles/2012_03_16/caredit.a1200032>

describe what I'm talking about.

\* PASS IT ON. When I'm feeling overwhelmed or discouraged, instead of isolating myself in an effort to "be more productive," I make an extra effort to engage with colleagues and students. It makes me feel like part of the community, helps get me reenergized about my own work, and when I get to help someone, it makes me feel like I have a lot to contribute.

\* PERSEVERE on the things that really matter to your long-term personal and professional goals. Even the very best get rejection and criticism ALL the time. Don't be too proud to accept the kernel of good advice in an otherwise snooty or unfair review. Keep a sense of humor about rejection, like this:

<http://www.chaosmatrix.org/library/humor/reject.html>

DON’T:

\* PROCRASTINATE. There are two main ways I procrastinate: 1) thoughtlessly spending time on things that are not moving me towards my personal or professional goals, and 2) putting off decisions and worrying about them.

To avoid 1), frequently check to make sure the tasks you spend time on and goals you are pursuing are really moving you towards what you truly want in your professional and personal life. Be mindful of when you are working, and what you are working on. 2) is a big waste of time and energy, and it's my biggest form of procrastination. If you can't make a decision about something today, make a date to decide in your calendar (probably when you're having lunch with your peer mentoring group or after you've talked with a few mentors about it). Gather information, and your subconscious will help you process it while you focus on other things. Every time I have trouble making a choice, I ask myself, "what do I really want here?" and when I think about the decision in terms of that question, the choice often becomes obvious. Then I refer to my network of mentors and peers to develop a strategy for making it happen.

\* CLOSE DOORS before you have to. Check out this TED talk on "Don't leave before you leave."

Sheryl Sandberg: Why we have too few women leaders.

<http://www.ted.com/talks/sheryl_sandberg_why_we_have_too_few_women_leaders.html>

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Invitation to join the Earth Science Women's Network

The **Earth Science Women's Network** (ESWN) is a peer-mentoring network of women in the Earth Sciences, most of whom are in the early stages of their careers. Our mission is to promote career development, build community, provide opportunities for informal mentoring and support, and facilitate professional collaborations. As of spring 2011, we have over 1000 members spanning large research universities, small liberal-arts colleges, government agencies, and research organizations in the U.S. and abroad. Membership has grown through grass-roots member networking and includes upper-level undergraduates, graduate students, professionals in a range of environmental fields, scientists working in federal and state governments, post-docs, junior and some senior academic faculty and scientists. Annual networking events are held at the fall American Geophysical Union and spring European Geophysical Union meetings, and members organize informal gatherings at most major national and international meetings and workshops. With support from an NSF ADVANCE PAID grant, we have organized and are planning future professional development workshops, so stay tuned! More information on ESWN can be found at [http://www.ESWNonline.org](http://www.ESWNonline.org/)

We also host an active environmental and earth sciences job list, open to women and men (see below).

The following links provide more information on the group and directions on how to subscribe. You'll receive a welcome message from our welcoming committee when you subscribe asking you to introduce yourself to the group. Please do so!

Info on the group:

[**http://www.ESWNonline.org**](http://www.ESWNonline.org/)

How to subscribe to our mailing list (women only):

[**http://mailman.acd.ucar.edu/mailman/listinfo/eswn**](http://mailman.acd.ucar.edu/mailman/listinfo/eswn)

How to subscribe to our Earth science jobs mailing list (open to all):

[**http://mailman.acd.ucar.edu/mailman/listinfo/es\_jobs\_net**](http://mailman.acd.ucar.edu/mailman/listinfo/es_jobs_net)

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ESWN Discussion Board: <http://eswn.aos.wisc.edu/>

Eswn mailing list

[Eswn@mailman.acd.ucar.edu](mailto:Eswn@mailman.acd.ucar.edu)

<http://mailman.acd.ucar.edu/mailman/listinfo/eswn>