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# Networking Skills as a Career Development Practice:

## Lessons learned from the Earth Science Women's Network

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### NETWORKING for ADVANCEMENT

Networks can provide opportunities to learn about **organizational culture** and procedures, on-the-job **expectations**, advancement opportunities, and **best practices**. They provide access to **job opportunities**, development of new scientific **collaborations**, speaker and conference **invitations**, reduced isolation, **increased scientific profile**, and increased feeling of community.

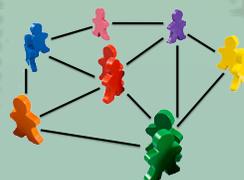


YOU'RE HIRED!

### NETWORKING for MENTORSHIP

Mentors serve a different purpose than academic advisors by offering both “psychosocial” and career advice. Students can seek **support** and feedback without fear of jeopardizing strictly professional relationships. **Peer-mentoring** among a network of graduate students and early-career scientists allows sharing of common struggles in their fields. Often women face common struggles like feeling unempowered, isolated, or without **role models**, struggles that can be assuaged through effective mentoring. Members of networks can also advise on and facilitate finding and creating **mentor-protégé** relationships.

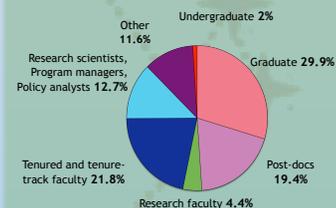
### NETWORKING for JOB SATISFACTION



Just participating within a formal or informal network is correlated with **greater career satisfaction**. Involvement in networks has been shown to positively affect women's **engagement and retention** in science, as one of the largest recognized needs for women students is a **feeling of connection** with others in their fields.

### NETWORKING for WOMEN in GEOSCIENCE

The Earth Science Women's Network is a **peer-mentoring network** of early-career women in the Earth Sciences. We have over **1000 members** in dozens of countries and most major universities, government agencies, and research organizations **in the U.S. and abroad**.



### THE EARTH SCIENCE WOMEN'S NETWORK

ESWN offers many online (listserv, upcoming web resources) and in-person opportunities for **networking and career development**:

Our annual ESWN@AGU **in-person networking event** (this year on Monday, December 13 at 6PM at Jillian's ).

Workshops like “Navigating the NSF System” Wed, December 15 in Moscone South 228-230 at 10AM and “Tips for Publishing in the Geosciences” at 4PM.

Past workshops include “Building Leadership Skills for Success in Scientific Organizations” (supported by NOAA OAR, and UCAR JOSS, Brown University ADVANCE program).



Some advantages of **ESWN**, as identified by members:

- Personal, candid, and more direct than other groups and organizations;
- Interactive among its members via regular communication through the listserv;
- Focuses on both professional and personal issues facing women;
- International, which provides perspectives from many different cultures;
- Focuses on the career development of women in Earth Sciences, particularly those in early stages of their careers;
- Both formal and informal.

### BEGINNERS' TIPS FOR NETWORKING

**Carry business cards** to hand out and trade. Many department will print business cards for you, ask! Or print your own. **Follow up**-Write the people you meet ASAP. Write new contacts the day you meet them or the next, if you can. But don't let delay stop you from writing anyone, make sure you remind them of who you are and where you met. **Ask people you know for introductions**-a personal connection to the people you want to meet makes it more likely for them to reply. **Do your research**-Know something about a person you want to meet before introducing yourself (e.g., read their papers). **Say, “Thanks”**-Personal, hand-written-notes, in this day of emails and computers, are a nice touch. As a PhD student, **Attend small conferences and workshops**-As a student, you have better odds having access to the people you want at smaller conferences. **Take initiative**-It is good to organize sessions at conferences. You get a lot of exposure. **Change it up!**-When progressing in your career, it is helpful to switch between jobs or at least institutes or countries from time to time. You get a different perspective and make lasting contacts among new work colleagues. **You can work with your friends**-You can pick the people you like to work with at a peer level. It can be a lot of fun to work with friends!

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