Career Path Choices: Technical, Managerial, or Something Else?*

Cheryl Collarini

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Abstract

Managing our own careers is one of our most important jobs. You have chosen to study and practice geoscience, because it interests you, and it is the core of your occupational being. But that solid foundation is like the trunk of a tree; from it, main branches grow, and each branch from there is successively smaller and farther from the trunk. Such is your career. Each choice you make, like the branches, directs you ever farther down a smaller path in your career, and the number of your future opportunities decreases. Should you target a technical specialty? A managerial mentoring role? A managerial business role? Or something else? If you are undecided, you must make the fundamental choice as to direction, then lay out a plan. This presentation gives some guidance about how to evaluate yourself to make the early career choices, and then how to direct your career to achieve your objective.
CAREER PATH CHOICES: Technical, Managerial, or Something Else?

Cheryl Collarini
TECHNICAL

Tasks
• Solve problems
• Analyze and interpret data
• Conduct field studies
• Evaluate seismic and geologic data
• Prepare geological maps
• Find and quantify oil and gas
• Write research papers

Skills
• Attention to detail
• Focus
• Tenacity
• Curiosity
MANAGERIAL

Tasks
• Mentor, manage, motivate, & evaluate others
• Hire & fire
• Make important decisions that affect the future of the company

Skills
• Strong people skills
• Excellent written & oral communication
• Great organizational ability
• Multi-task
• Can both follow & deliver orders
• Decisive
WHO’S RUNNING THINGS?

Executives by Highest Degree Earned

- B.S. - 50.3%
- M.S. - 37%
- J.D. - 10.4%
- PhD - 2.3%

923 officers in 168 public companies

APRIL 5, 2017
Executives by Specific Degree

**CEO Degrees**
- Engineering - 33.8%
- Business - 37.9%
- Engineering/Business - 14.5%
- Geology - 8.3%
- Geology/Business - 2.1%
- Law - 3.4%

**Senior Officer Degrees**
- Engineering - 34.9%
- Business - 35.8%
- Engineering/Business - 8.5%
- Geology - 8.8%
- Geology/Business - 0.5%
- Law - 11.5%

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SOMETHING ELSE?

ENTREPRENEURIAL

- Diversity & Choice
  - Managerial
  - Technical
  - Marketing
  - Consulting
- Smaller scale
- Potential for financial gain
- May emanate from a technical idea or relate to prospect generation

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KNOW YOURSELF
KNOW YOURSELF

Self-Examination

Why am I a geoscientist?

Do I prefer…
• Detailed fieldwork and analysis?
• Reporting or presenting results and interacting with colleagues?
• A bit of both?

With whom do I relate within the industry?
• Talk to others who have made different choices.
• Mentors? Colleagues?
KNOW YOURSELF

Self-Directed Search (SDS) is one tool

- Aptitude test based on six basic types
- Characterizes broad aspects of personality as to ability & interest
- Sums up in 3 letters that best describe your work personality

**Snapshot Summary**

<table>
<thead>
<tr>
<th>Cheryl Collarini</th>
<th>SDS score by section</th>
<th>Summary Code</th>
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<tbody>
<tr>
<td></td>
<td>Realistic 22</td>
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<td>Conventional 28</td>
<td>Social</td>
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# KNOW THE ROLES

<table>
<thead>
<tr>
<th>Managerial Positions</th>
<th>Technical Positions</th>
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<tbody>
<tr>
<td>General Operations Manager</td>
<td>Geoscientists</td>
</tr>
<tr>
<td><strong>ECS:</strong> Enterprising/Conventional/Social</td>
<td><strong>IRC:</strong> Investigative/Realistic/Conventional</td>
</tr>
<tr>
<td>Chief Executive Officer</td>
<td>Geophysical Technicians</td>
</tr>
<tr>
<td><strong>ECS:</strong> Enterprising/Conventional/Social</td>
<td><strong>CRI:</strong> Conventional/Realistic/Investigative</td>
</tr>
<tr>
<td>Environmental Restoration Manager</td>
<td>Exploration Geophysicists</td>
</tr>
<tr>
<td><strong>EIC:</strong> Enterprising/Investigative/Conventional</td>
<td><strong>IER:</strong> Investigative/Enterprising/Realistic</td>
</tr>
<tr>
<td>Geothermal Production Manager</td>
<td>Petroleum Engineer</td>
</tr>
<tr>
<td><strong>ERC:</strong> Enterprising/Realistic/Conventional</td>
<td><strong>IRC:</strong> Investigative/Realistic/Conventional</td>
</tr>
</tbody>
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**Collarini Energy Experts**

April 5, 2017
RISKS

MANAGERIAL
- Longer hours
- More headaches
- Loss of technical skills

ENTREPRENEURIAL
- Longest hours
- Salary insecurity
- Increased responsibility
- Lonely at the top

TECHNICAL
- Lower salary
- Loss of employability as new technology emerges – becoming a dinosaur

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PREPARATION

Education
- Pursue MBA
- Pursue PhD
- Pursue technical continuing education

Involvement
- Dip your toe in the pool by sitting in for the boss
- Volunteer for job rotation to broaden experience
- Join professional organizations
- Volunteer, get different experiences
• Choose wisely & thoughtfully
• Know your strengths & weaknesses
• Know what you love to do
• Excel at what you do
• Don’t get stuck on the wrong path

Today’s exploration leads to tomorrow’s discoveries!

THANK YOU!