

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

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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



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APRIL 5, 2017

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



Rex Tillerson (Former CEO)

Tasks

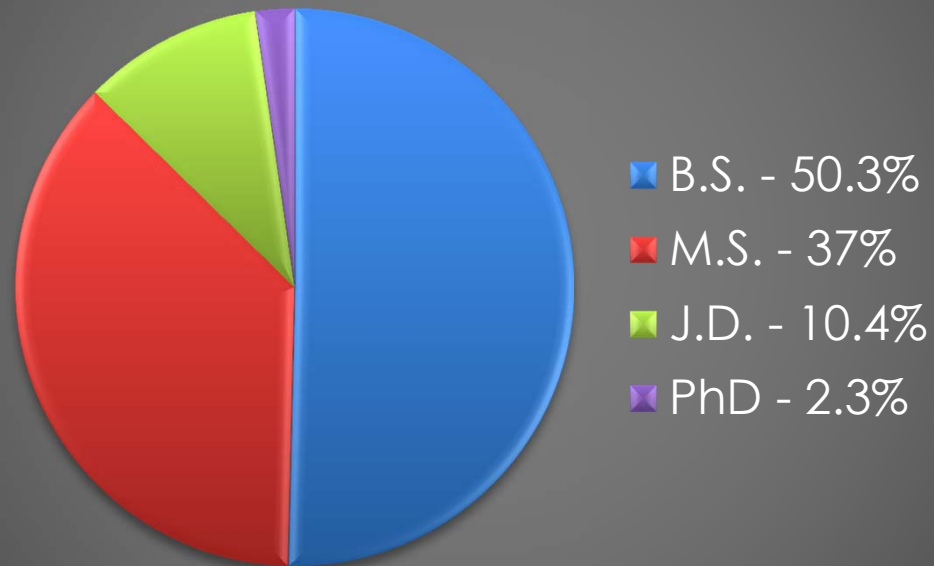
- Mentor, manage, motivate, & evaluate others
- Hire & fire
- Make important decisions that affect the future of the company

Skills

- Strong people skills
- Excellent written & oral communication
- Great organizational ability
- Multi-task
- Can both follow & deliver orders
- Decisive

WHO'S RUNNING THINGS?

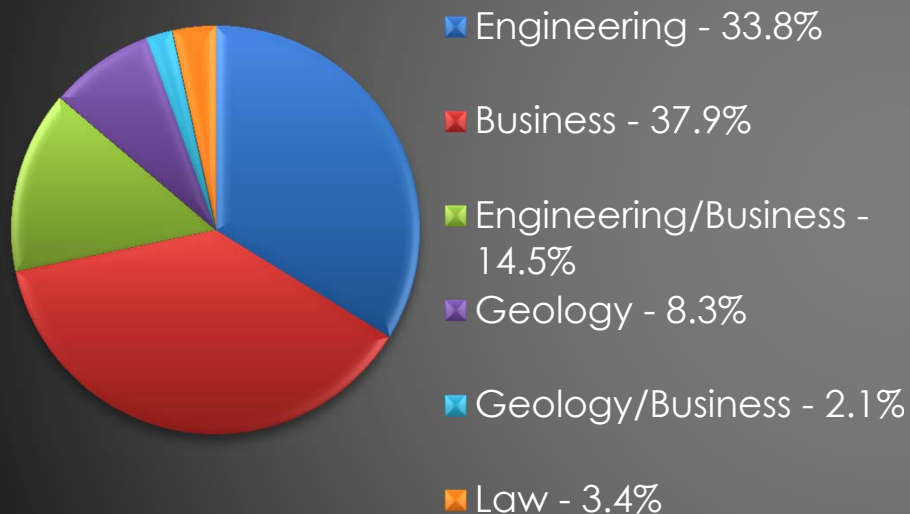
Executives by Highest Degree Earned



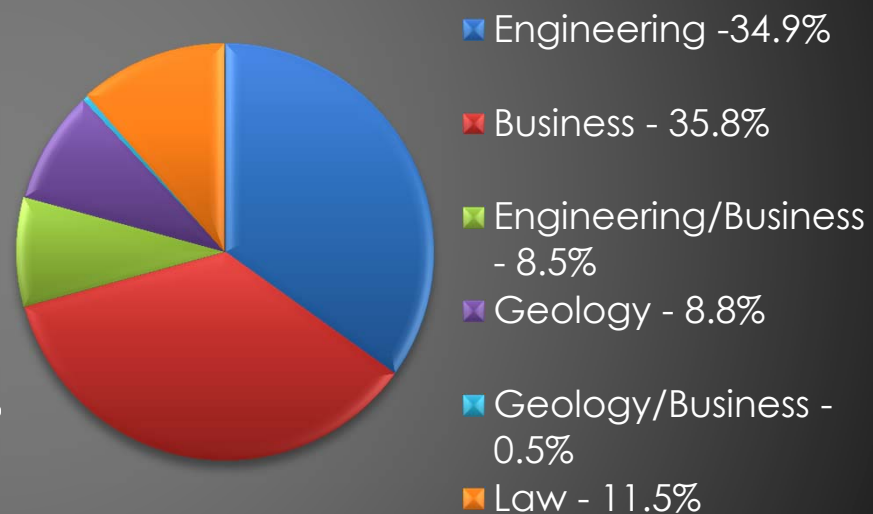
923 officers in 168 public companies

Executives by Specific Degree

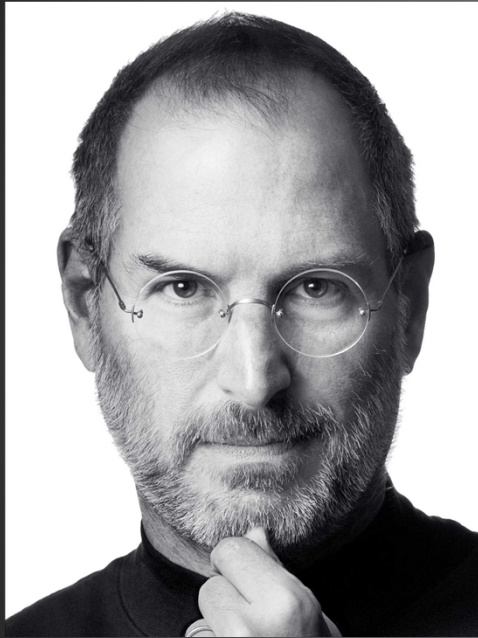
CEO Degrees



Senior Officer Degrees



SOMETHING ELSE?



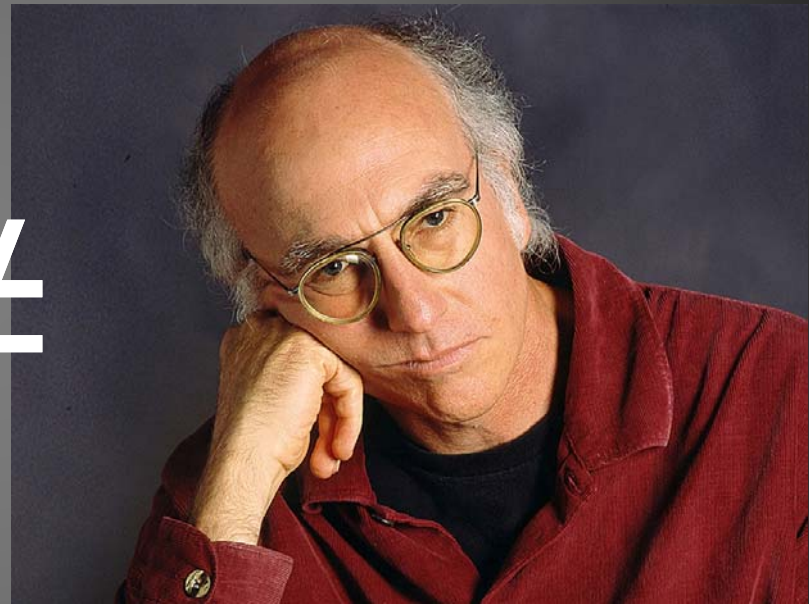
ENTREPRENEURIAL

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

KNOW YOURSELF



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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

Cheryl Collarini

SDS score by section



Summary Code

Investigative
Enterprising
Social

KNOW THE ROLES

Managerial Positions

General Operations Manager

ECS: Enterprising/Conventional/Social

Chief Executive Officer

ECS: Enterprising/Conventional/Social

Environmental Restoration Manager

EIC: Enterprising/Investigative/
Conventional

Geothermal Production Manager

ERC: Enterprising/Realistic/Conventional

Technical Positions

Geoscientists

IRC: Investigative/Realistic/Conventional

Geophysical Technicians

CRI: Conventional/Realistic/Investigative

Exploration Geophysicists

IER: Investigative/Enterprising/Realistic

Petroleum Engineer

IRC: Investigative/Realistic/Conventional

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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



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!