Wanna find a job?
Find yourself first

Claudio Melo

Pay it forward talk series

"If the science goes well, everything else will follow."
So, spend as much energy as you can on the science and don't worry (too much) about the rest.

Clarify exceptions: Is my science good?

- Good: quality and quantity
  - Benchmark as a function of your dreams/ expectations
- What is my relationship with science?
  - Personal goals

Read the world: what are the needs I see?

- Listen to yourself
  - What does excite you?
  - What am I strong at?
  - What areas do I definitely need improvement?
    - Python, time management, English, etc.?
- Listen to others
  - Who are my potential future employers?
  - What are the typical skills needed by a future employer?
  - What is the future of my field?
    - Science cases of future projects
    - Big data, statistics
    - Multi-wavelength
    - Multi-cultural
    - project oriented/big experiments

Your
Talents & Motivations
Very strong
application
The needs of
your employer
The General
Away
1
2

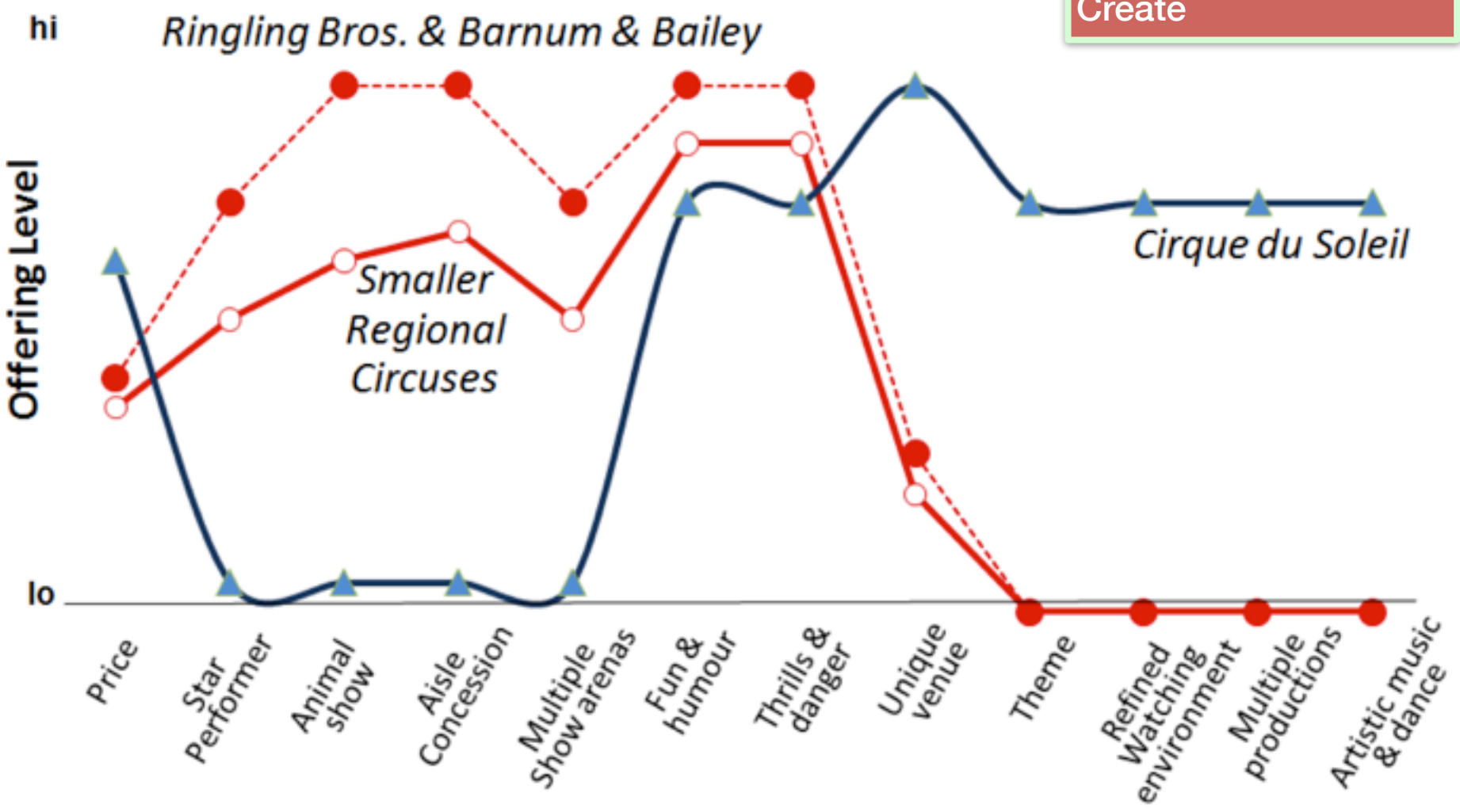
investing in yourself

DIFFERENTIATION

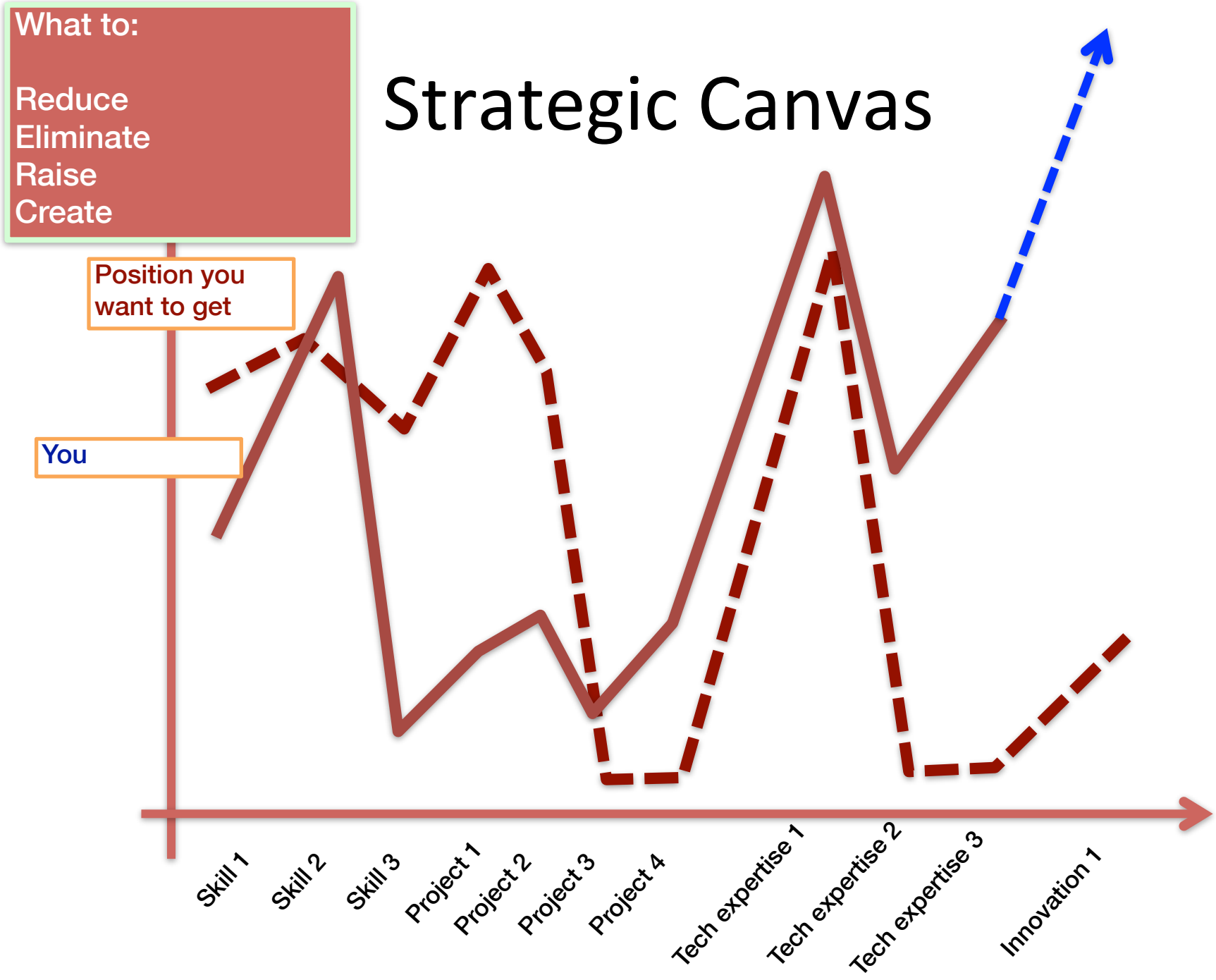
Cirque du Soleil

What to:

Reduce
Eliminate
Raise
Create

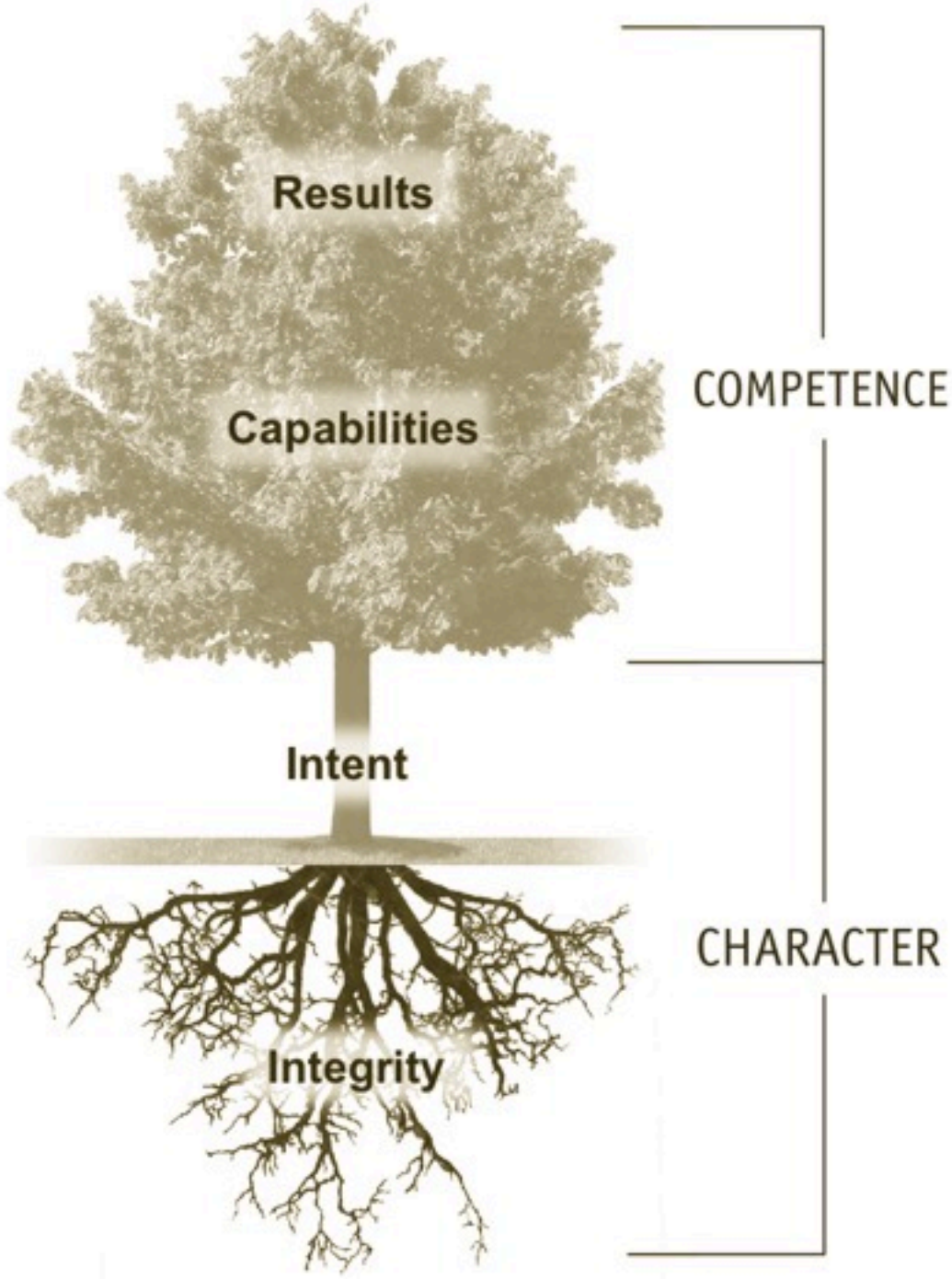


Strategic Canvas



your most valuable asset

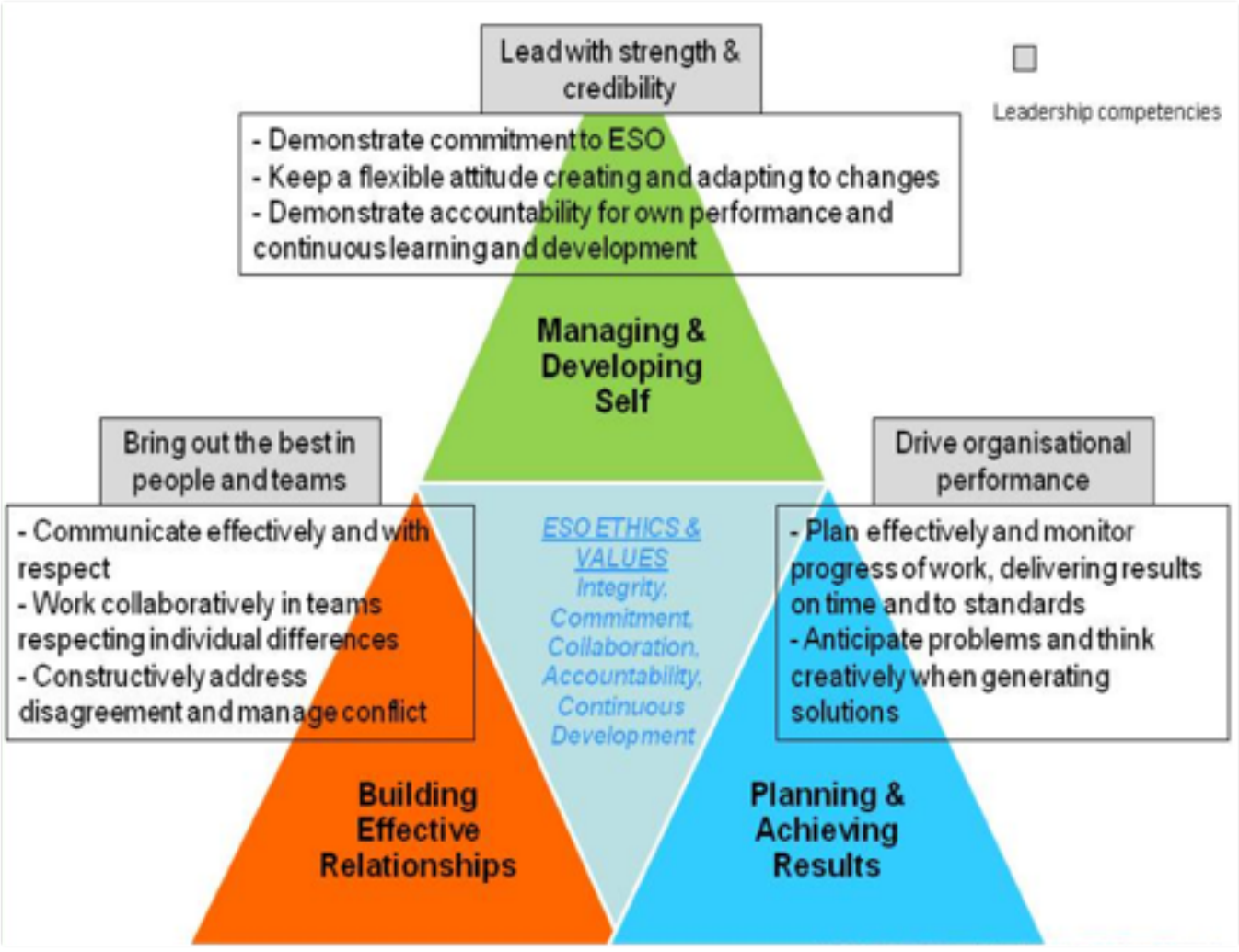
BUILDING TRUST


Results
Capabilities
Intent
Integrity
COMPETENCE
CHARACTER

demonstrating your potential

VISION + GRIT + RESULTS (LEADERSHIP)

ESO Competency Framework



Core Competencies

Managing and Developing Self

Competency	Effective Behaviours	Ineffective Behaviours
Demonstrate Commitment to ESO	• Lives ESO's values, and behaves in line with ESO goals and regulations. Liaises and networks internally and externally in active support of the Organisation. • Sets aside individual or team needs in support of the strategic and operational needs of ESO.	• Communicates in a negative way about the Organisation when dealing with internal or external parties. • Pursues mainly individual or team interests even when it goes to the detriment of the strategic and operational needs of ESO.
Keep a flexible attitude creating and adapting to changes	• Constructively suggests improvements to established ways of working to create positive change. • Is willing to accept change. Actively supports and promotes changes as an opportunity for development for self and the Organisation. • Is open to new ideas and willing to apply new working processes and techniques.	• Is complacent and does not question established ways of working. Shows inflexibility by insisting on implementing own suggestions/ideas. • Is resistant to change when faced with new situations and speaks negatively about them. • Is not flexible when confronted with new ideas, responds negatively to the use of new techniques and sticks to existing practices.
Demonstrate accountability for own performance and continuous learning and development	• Understands own role and personal objectives, and how they relate to ESO. • Takes responsibility for own actions, results and quality of work. • Actively seeks and takes on board feedback to improve own skills, knowledge and performance.	• Focuses on personal interests without reflecting on the organisational needs. • Makes excuses or blames others for own actions and performance, and demonstrates a careless approach to work. • Shows lack of interest in listening to and taking on board others' feedback to develop self.

Leadership Competencies

Managing and Developing Self

Competency	Effective Behaviours	Ineffective Behaviours
Lead with strength and credibility	**Acting as a role model** • Leads by example and generates energy, enthusiasm and commitment to ESO mission and goals. • Strives for professional excellence and high quality work for self and team. • Takes responsibility for the team's actions and performance. • Actively supports staff's health and safety, and wellbeing.	• Makes little effort to foster enthusiasm and personal commitment to ESO mission and goals. • Has low professional and quality standards for self and team. • Lacks sense of responsibility and holds others accountable for problems and performance in team. • Is not considerate of staff's health and safety, and wellbeing.
	Decision making • Involves all concerned parties in the decision making process, makes timely decisions and explains them to staff promoting transparency and buy-in. • Behaves consistently with decisions.	• Takes decisions without involving other concerned parties or providing explanations; is too quick or hesitant to make decisions leaving critical issues unresolved. • Regularly changes own decisions without explanations.
	Dealing with stress and ambiguity • Manages own emotions and demonstrates clear and positive thinking in stressful and ambiguous situations. Is prepared to take risks and tough decisions when needed.	• Loses control of own emotions and focus in stressful or ambiguous situations to the detriment of staff's motivation and effectiveness. Does not take risks and responsibility when tough decisions need to be made.

5.1.2 Associate Astronomer

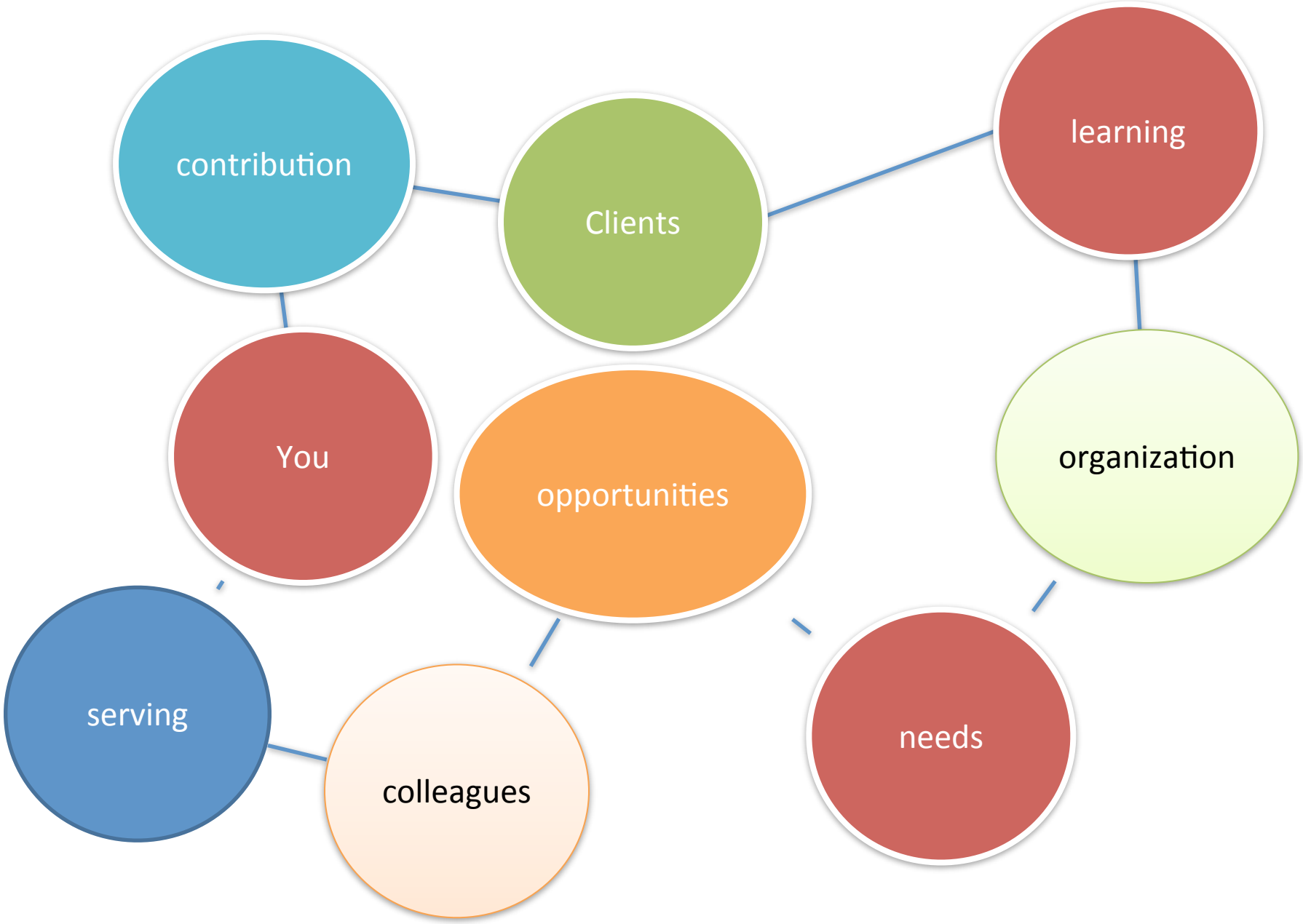
In addition to Assistant Astronomer credentials:

- Scientific level: recognised as a scientific leader of astronomical or instrumental and experimental research by experts in own area of research; fosters collaborative projects with other astronomers; engages in scientific exchanges with the ESO community, supervision of graduate students and post-doctoral researchers

You

You

contribution
clients
learning
You
opportunities
organization
serving
colleagues
needs


contribution
Clients
learning
You
opportunities
organization
serving
colleagues
needs

Do I need to be a manager to exercise leadership?

“To Be is to Do”

“To Be is to Do”

Socrates

You can develop leadership and build trust anywhere, at any moment

- Envisioning
- Planning
- Team-work
- Conflict management
- Accountability
- The grit to lead task until the end
- …

Turning Stressful Circumstances Into Resilient Growth (Salvatori Maddi)

- **The 3 C's: Challenge, Commitment, and Control**
  - **Challenge** is the ability to interpret stressors as opportunities for personal growth rather than as unpleasant circumstances that need to be avoided or ignored.
  - **Commitment** is the attitude that propels people to generate actions that will reduce the effect of stressors.
  - **Control** is the belief that one has the resources and skills to make positive changes in the face of adversity.

gle

marcus aurelius quotes

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Marcus Aurelius / **Quotes**

It is not death that a man should fear, but he should fear never beginning to live.

You have power over your mind - not outside events. Realize this, and you will find strength.

Everything we hear is an opinion, not a fact. Everything we see is a perspective, not the truth.

When you arise in the morning, think of what a precious privilege it is to be alive - to breathe, to think, to enjoy, to love.

Waste no more time arguing about what a good man should be. Be one.

Never let the future disturb you. You will meet it, if you have to, with the same weapons of reason which today arm you against the present.

Accept the things to which fate binds you, and love the people with whom fate brings you together, but do so with all your heart.

If it is not right do not do it; if it is not true do not say it.

The universe is change; our life is what our thoughts make it.

Very little is needed to make a happy life; it is all within yourself, in your way of thinking.

Marcus Aurelius

Roman emperor

Marcus Aurelius was Roman Emperor from 161 to 180. He ruled with Lucius Verus as co-emperor from 161 until Verus' death in 169. He was the last of the Five Good Emperors, and is also considered one of the most important Stoic philosophers. Wikipedia

Born: April 26, 121 AD, Rome, Italy

Died: March 17, 180 AD, Vindobona, Austria

Children: Commodus, Lucilla, Marcus Annius Verus Caesar, More

Influenced by: Epictetus, Epicurus, Zeno of Citium

Marcus Aurelius / Quotes

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TED Ideas worth spreading

WATCH DISCOVER

Angela Lee Duckworth:

Grit: The power of passion and perseverance

TED Talks Education · 6:12 · **Filmed** Apr 2013

45 subtitle languages

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Cover letter [2 pages, max]
Your chance to show your potential

- you understand the organization core business
- you understand the challenge/need that motivated the organization to open the position
- your qualifications and results inspiring the feeling of trust that you can fulfill that need
- you have a motivation/plan clearly to contribute to the organization to fulfill its needs

CV
Demonstrating your track record and building trust

- Tailor your CV for the job your applying
- Consolidate your CV with results (role/main result(s))
  - 2010-2011 Instrument Fellow of XX
    in charge of definition, implementation and commissioning of mode XYZ

What if I don’t like my current path?

There is nothing to be ashamed of!

Biografía | Información | Amigos 3 amigos en común | Fotos | Más

Información

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Trabajo y formación académica

Lugares en los que ha vivido

Información básica y de contacto

Familia y relaciones

Director de finanzas en Mullis Oil Company y Chief Executive Officer en NorthStar Capital Advisors

Ha estudiado Astrofísica en Universidad de Hawái
Anteriores: University of Virginia y Providence Day School

+1 704-502-8649

chrismullis@nstarcapital.com

Charlotte, NC, United States

http://nstarcapital.com
http://MintHillWeather.com

Preguntar por el cumpleaños de Chris

Biografía | Información | Amigos 19 amigos en común | Fotos | M

Información

Información general

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Lugares en los que ha vivido

Información básica y de contacto

European Patent Attorney en Grünecker Patent und Rechtsanwälte
Anterior: European Southern Observatory (ESO) y European Southern Observatory (ESO)

Ha estudiado Fundamental physics en Université Paris Sud 11
Anteriores: Lycée Lakanal, Sceaux, France y Lycée

+49 172 81

Pedir a Gaë electrónico

Munich, Ge

7 de agosto

Biografía | Información | Amigos 29 amigos en común | Fotos | Más

Información

Información general

Trabajo y formación académica

Lugares en los que ha vivido

Información básica y de contacto

Familia y relaciones

Detalles sobre Margaret

Science Deputy en Carnegie Institution for Science
Anterior: AAAS - The American Association for the Advancement of Science y Space Telescope Science Institute

Ha estudiado Astronomía en University of Florida
Anteriores: The University of Texas at Austin y Northside Health Careers High School

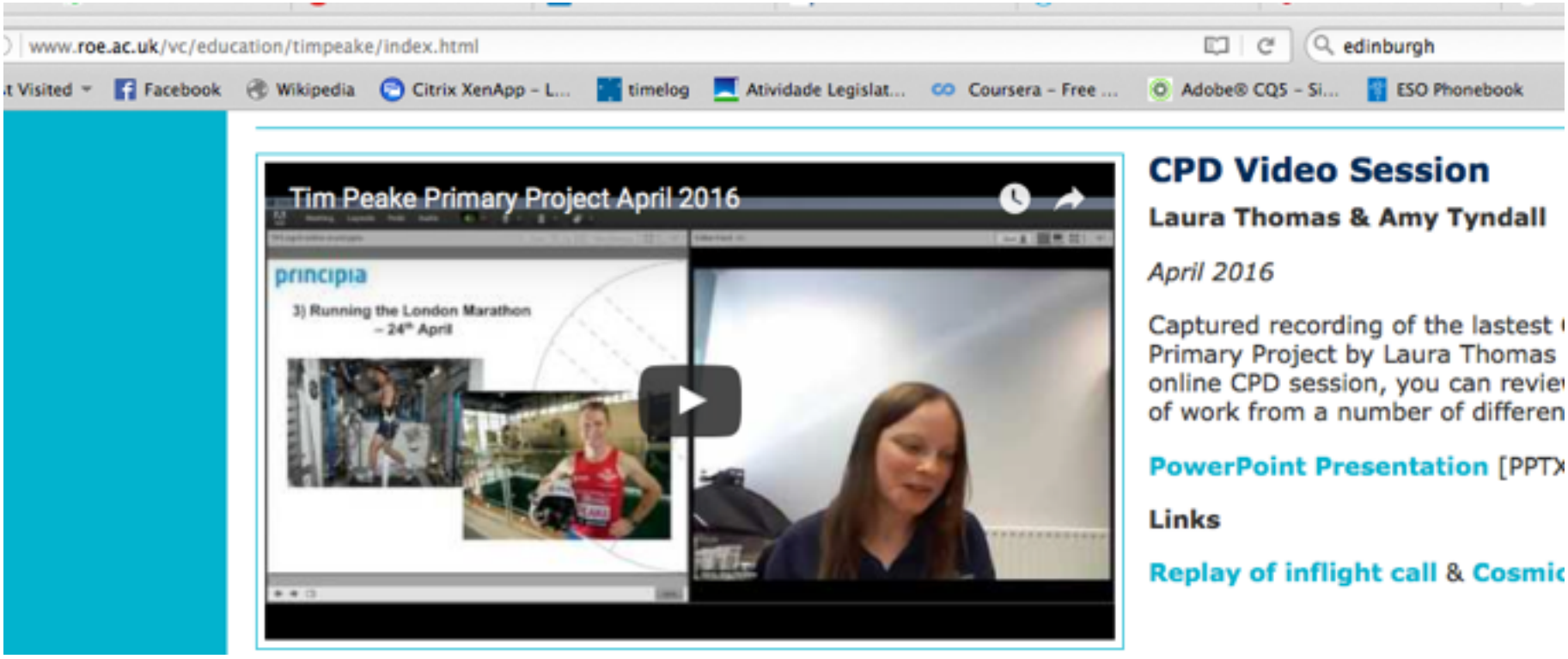
Pedir el número de tel
Margaret

misformargaret@gma

Washington, DC, Unit

carrots@mac.com (Al

3 de septiembre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- Communicating Research

Career Profiles

The AAS Committee on the Status of Women in Astronomy (CSWA) and the AAS Committee on Employment have compiled dozens of interviews highlighting the diversity of career trajectories available to astronomers both inside and outside of academia. The interviews share advice and lessons learned from individuals on those various paths.

Below is our list of participants, with links to the blog posts showcasing their responses (if there's not a link, it just means the response hasn't been posted yet — stay tuned). Some are external links pointing to the CSWA Women in Astronomy blog or the AstroBetter blog.

If you have recommendations for additional participants, please email the person's name, email address, and field of work to Laura Trouille Northwestern University.

https://www.sciencemag.org/careers/articles

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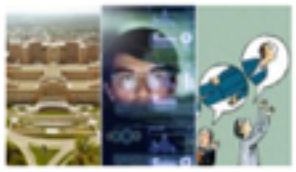

Elsewhere in Science: Funding, online research subjects, and more

BY RACHEL BERNSTEIN, DONISHA ADAMS | JUN. 10, 2016

NIH budget ... Psychologists depend on online subjects ... Funding African-American researchers ... Active learning helps retention ... Working Life

The fool's gold of Ph.D. employment data

BY GARY MCDOWELL | JUN. 9, 2016

Focusing on whether recent Ph.D. recipients are employed misses the larger point, our guest columnist argues

Managing up: An industry skill you can learn in academia

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https://www.amazon.com/Meditations-New-Translation-Modern-Library/dp/0679642609

Next Chapter: **NETWORKING**!