



Juggling the life-puzzle with Geosciences: personal experience and strategies from a female leader

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People are very complex and difficult to categorize. For instance, in the Geosciences community I am representing both minorities and majorities. When being in minority, I am both Underrepresented and Overrepresented by the composition of this community vs the global population, and also at EGU I am both under- and over-represented vs the total geoscience community. At present, I am underrepresented being a Woman in Geosciences but earlier in my carrier, I was also underrepresented being a Young Leader – so I will focus my presentation on both gender and age, as it is difficult for me to separate these two barriers from various sorts of exclusions I experienced.

Underrepresentation is bad for several reasons, for instance (i) We might miss talents if equality of opportunities are not given in geosciences; (ii) Teams work less efficient than if they are composed by different characters, competences and skills; (iii) We are less prepared for new circumstances in this rapidly changing and unstable world; (iv) We degrade in communication skills and perception, if we don't understand similarities and differences. I will discuss some representative differences that may lead to unequal opportunities in geosciences. However, we need to be careful when searching for representation as it involves attribution of characteristics, which may lead to stigmatization and oversimplify the complexity of personality. Differences between individuals in a population are still much larger than between the averages of the populations.

In my presentation I will give examples from my personal experience of barriers during 25 years in geosciences and the strategies I have used to overcome them. I will also give examples of successful methods that I have used in my 17 years of leadership when building efficient teams, to make them benefit from differences between individuals. I am currently leading a group of 26 scientists with origin from 13 countries world-wide. Finally, I will give some recommendations from being a single-mother with scientific and international ambitions, working in an operational environment, on how to juggle the dynamic life puzzle.