

## Amore Carstens

Senior Associate | Corporate and Commercial Oil &amp; Gas Sector



### Q *When things go wrong, what advice would you give about moving on?*

A It is important to step back and assess the situation objectively. Address the situation with your team in a transparent and respectful manner and, rather than dwelling on the problem, work toward finding a solution or a new approach. Importantly, separate your self-worth from the situation, and avoid internalising it. What is done is done, and set backs are, in my view, an inevitable part of career growth. By learning from them and moving forward with determination and positivity, you will emerge more resilient in the long-run. Learn from the experience and reflect on how you can grow from it. By staying adaptable, focused, and true to your instincts, you'll emerge stronger, wiser, and ready to tackle the next challenge that comes your way.

### Q *What advice would you give a young woman working on her first deal?*

A Prepare thoroughly: Research the company, industry and the market. Understand the terms, risks and opportunities associated with the deal. Also, don't underestimate the power of building relationships. Take the time to get to know your clients, your colleagues, and even your 'opponents'. Understand their needs, their concerns, and their motivations. This will help you navigate the deal with empathy and creativity. Think like a businessperson, not just a lawyer. Understand the bigger picture, the industry trends, and the client's goals. This will help you provide practical, commercially savvy advice that sets you apart.

**Set clear goals:** Define your client's objective and what you and the client want to achieve from the deal.

**Seek mentorship:** Reach out to your colleagues for support and guidance.

**Exude confidence:** Believe in your worth and the value you bring. Don't be afraid to speak up and assert yourself. Your ideas and insights are valuable, and your clients need to hear them. Your fresh perspective can be a game-changer.

**Stay organised:** Keep track of your documents, deadlines and communications.

**Be adaptable:** Be open to learning, and pivoting when necessary.

**Take care of yourself:** Finally, take care of yourself. Deals can be all-consuming so prioritise your health.

As exciting as it is to work on your first deal, it is a learning experience. Embrace the process, be open to making mistakes, and do not hesitate to ask for help when needed. Believe in yourself, stay focused, and enjoy the ride.

### Q *Did you have a mentor and, if so, what was the most important thing you learnt from them?*

A I have had a number of mentors throughout my career to date, both in my professional and my personal life. I have learnt many valuable lessons from each of them, but if I had to choose only one, I think the most important lesson I have learnt is to own my space, to know that I have earned a seat at the table and that I have a voice. This empowered me with self-belief and resilience, and helped me navigate a competitive and often male-dominated area of law. It allowed me to trust my instincts, to speak up and assert myself, and to never apologise for being a strong and ambitious woman. It also instilled in me the importance of self-care and prioritising my own well-being, even in the midst of gruelling deal negotiations and tight deadlines. It showed me that vulnerability and empathy are strengths, not weaknesses, and that building genuine relationships with clients

and colleagues is the key to true success. Most importantly, it allows me to break free from self-doubt and imposter syndrome, to embrace my unique perspective and experiences as a woman in law, and to use my voice to empower and uplift others. I believe that this lesson not only helped me become a more effective and impactful lawyer, but also a more confident and purpose-driven individual, ready to shatter glass ceilings and pave the way for future generations.

### Q *What do you do to celebrate the closing of a big deal?*

A Close the laptop, literally! After intense focus on the deal, I take some time to unwind and recharge, by having a relaxing evening at home. I believe in taking a moment to pause, reflect, and recharge. First, I take a moment to acknowledge and journal the lessons learned throughout the process, distilling key takeaways to apply to future deals. Next, I treat myself to a relaxing self-care ritual. I also try to make time for introspection, reflecting on my personal growth and the skills I've honed throughout the deal's journey. To commemorate the occasion, I enjoy a quiet evening in with a favourite meal, a glass of wine, or a good book, savouring the sense of accomplishment and pride. By celebrating in this way, I ensure that I am refreshed and ready to tackle the next challenge with renewed energy and insight.

### Q *What do you do to unwind and get away from the stress of work?*

A I spend time with my family and friends, catching up on my favourite shows and trying out new recipes. If the weather permits, I book a weekend away (anywhere near the ocean), find a good book, and enjoy the quietness (and sleep). 📖