Prosper Cohort 2 - End of pilot Leavers survey

# Page 1: Survey Intro

Dear Cohort Participant,

Thank you for participating in this survey. **It should take you up to 30 minutes to complete.**

The first half of the survey concerns your views of the events, activities and resources in the final quarter of the Prosper pilot.

The second half of the survey concerns your views of the Prosper pilot as a whole, your personal journey, where you are right now with your career and your future plans.

Your response will help us evaluate the impact of Prosper on postdocs' career development skills, attitudes and practices as well as help us to improve our provision to better meet postdocs' needs.

The results of this survey will be communicated to Prosper partners in the form of oral presentations or written reports. Moreover, they will be used for relevant evaluation reports and publications and promotional materials.

*About your data*

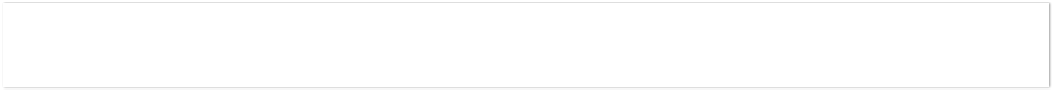
All responses will be kept anonymous and confidential for data reporting purposes. The raw data will be stored safely with appropriate back up and contingency plans in the event of loss, damage or unauthorised access to the data. Data will be stored at least until March 2025, as they will be used for purposes of long-term evaluation. Your data will be processed in accordance with the General Data Protection Regulation (GDPR) and the Data Protection Act

2018 (DPA.) If you would like more information about how your data will be processed in accordance with GDPR, please visit the University’s webpage at https://[www.liverpool.ac.uk/legal/data\_protection/.](http://www.liverpool.ac.uk/legal/data_protection/)

If you have any additional questions, please feel free to send us an email at [*prosper.postdoc@liverpool.ac.uk*.](mailto:prosper.postdoc@liverpool.ac.uk) Many thanks in advance for your participation

The Prosper Team

Due to the General Data Protection Regulations (The Data Protection Act 2018) we are required to obtain your explicit consent to use your information. Please could you confirm that you give your explicit consent? *Required*



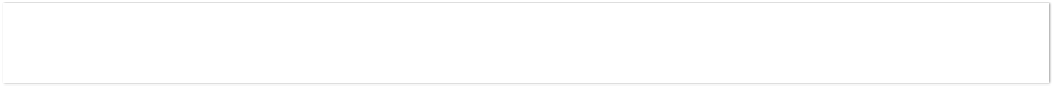
Yes No

Personal e-mail [Required to enable long-term tracking of Prosper outcomes, as per Prosper participant agreement] *Required*



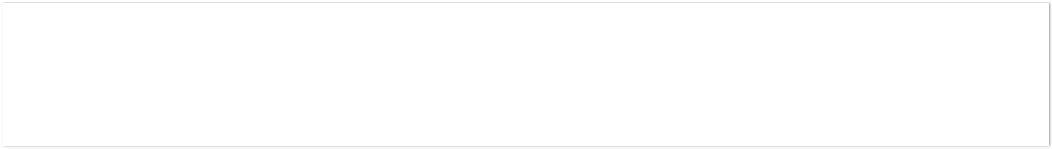
# Page 2: A. Quarter 4: cohort resources, your time and perceptions of the quarter

**Since the start of November**, how much time have you spent engaging with Prosper resources and activities in total? (Please give your best estimate in hours) *Required*



Please enter a number.

**Since the start of November**, how have you worked your 'Prosper time' out alongside your other commitments? *Required*



Set time a day Set time a week Set time a month

Flexibly (as and when I find time)

Indicate what percentage of your time spent as part of the Prosper cohort **since the start of November** you have devoted to each one of the following activities (please be aware that your answers have to add up to 100%):

|  |  |  |
| --- | --- | --- |
|  | Percentage of Prosper time spent (%) *Required* | |
| Self-paced exploration of portal resources |  | |
|  |  |
|  | |
| Attendance of synchronous cohort sessions |  | |
|  |  |
|  | |
| Engaging with on- demand sessions available on the portal (i.e. recorded sessions) |  | |
|  |  |
|  | |
| Individual coaching |  | |
|  |  |
|  | |
| Group coaching |  | |
|  |  |
|  | |
| Journaling |  |  |
| Providing feedback and evaluation |  | |
|  |  |
|  | |
| Other (if applicable, please specify in the next column, when adding the relevant percentage) |  | |
|  |  |
|  | |

How would you rate each one of the following Prosper resources/activities?

Please don't select more than 1 answer(s) per row. Please select at least 14 answer(s).

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | 1 Very poor | 2 Poor | 3 Fair | 4 Good | 5 Very good | Have not engaged with that at all |
| Spinouts; what, why, how? |  |  |  |  |  |  |
| Prosper Employer Panel: Recruitment |  |  |  |  |  |  |
| Overcoming barriers to using LinkedIn + LinkedIn profile exchange |  |  |  |  |  |  |
| Revisit and Refresh - overview of sessions/resources in September/October |  |  |  |  |  |  |
| How to get your resume and LinkedIn profile noticed by recruiters |  |  |  |  |  |  |
| We need to talk about the private sector |  |  |  |  |  |  |
| Talking to other professionals - tips and tricks for building confidence and overcoming the fear of looking foolish |  |  |  |  |  |  |
| Finding the time: exploring what gets in the way of dedicating time to your career development -E Adams session around 'time' |  |  |  |  |  |  |
| Building Intercultural Competence – How to thrive in multicultural work settings |  |  |  |  |  |  |
| How's the journey going? Drop in |  |  |  |  |  |  |
| Understanding and navigating job boards |  |  |  |  |  |  |
| Communicating your research to non-specialist audiences - with Dr Sophie Morris |  |  |  |  |  |  |
| Mock interview workshop |  |  |  |  |  |  |
| Watch party: Skills for the future |  |  |  |  |  |  |
| Managing Failure |  |  |  |  |  |  |
| Driving your career development |  |  |  |  |  |  |
| Prosper portal resources |  |  |  |  |  |  |
| Career Cluster resources |  |  |  |  |  |  |
| Buddy Scheme |  |  |  |  |  |  |
| Individual coaching |  |  |  |  |  |  |
| Group coaching |  |  |  |  |  |  |
| Journaling |  |  |  |  |  |  |
| Providing feedback and evaluation |  |  |  |  |  |  |

Which have been the most useful cohort activities/resources for you **since the start of November**? *Required*



Please explain the reason for your previous answer.



Which have been the least useful cohort activities/resources for you **since the start of November**? *Required*

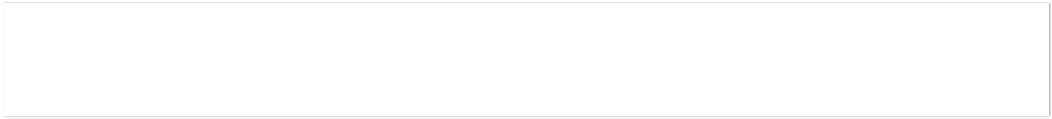


Please explain the reason for your previous answer.



# Page 3: B. Quarter 4: job applications, interviews and networking

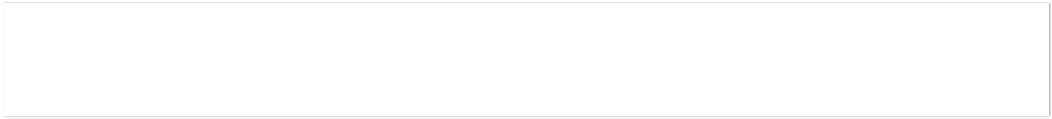
Aside from the sessions organised by Prosper, have you actively interacted with employers **since the start of November**? *Required*



Yes No

No, but I have been actively researching employers/sectors

How did you initiate engaging with the employer/s?



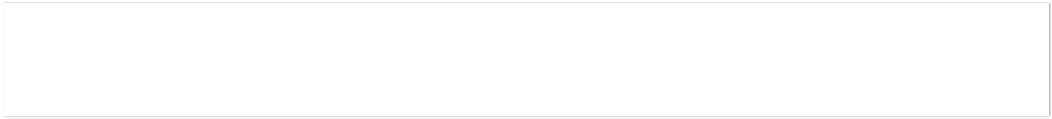
Contacted directly (i.e. phone, personal email) Connected via LinkedIn

Other

If you selected Other, please specify:



Have you had any informational interviews **since the start of November**? *Required*



No Yes

I've arranged, but not had yet

How many informational interviews have you had or arranged **since the start of November**?

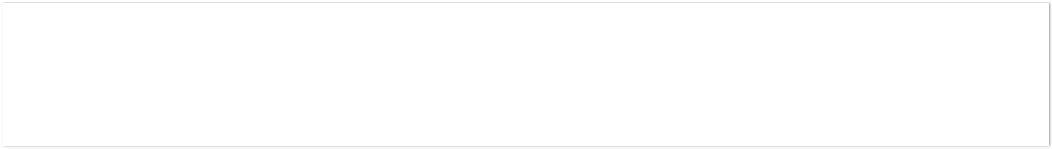


Thinking about the informational interviews you've had, please rate the following statements, using the scale provided:

Please don't select more than 1 answer(s) per row. Please select at least 4 answer(s).

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | 1 Strongly disagree | 2 Disagree | 3 Neither agree nor disagree | 4 Agree | 5 Strongly agree | N/A |
| I gained an insight into the sector I wouldn't have otherwise got |  |  |  |  |  |  |
| I gained an insight into the role I wouldn't have otherwise got |  |  |  |  |  |  |
| Prosper resources supported me in preparing for and undertaking informational interviews |  |  |  |  |  |  |
| I'd recommend other postdocs to arrange informational interviews |  |  |  |  |  |  |

Have you applied for any jobs **since the start of November**? *Required*



No

Yes (beyond academia) Yes (within academia)

Yes (both within and beyond academia)

How many jobs have you applied for beyond academia **since the start of November**?



Of the jobs you've applied for beyond academia;

|  |  |  |  |
| --- | --- | --- | --- |
|  | Number | | |
| How many of your applications were successfully short-listed/you were called for interview? |  | | |
| How many job offers have you received? |  |  |  |
| How many job offers have you accepted? |  |  |  |

If you have accepted a job offer, what is the role and organisation?



Please use this space to tell us anything else you'd like to add about your experience of applying for jobs beyond academia, the application process and the interview process



What advice would you give to postdocs applying for jobs beyond academia?



How many jobs have you applied for within academia **since the start of November**?



Of the jobs you've applied for within academia;

|  |  |  |  |
| --- | --- | --- | --- |
|  | Number | | |
| How many of your applications were successfully short-listed/you were called for interview? |  | | |
| How many job offers have you received? |  |  |  |

How many job offers have you accepted?

Please use this space to tell us anything else you'd like to add about your experience of applying for jobs within academia, the application process and the interview process



What are your plans going forward in the short to medium term (your next steps after the pilot has ended)? **Select all that apply**

Please don't select more than 1 answer(s) per row.

|  |  |  |
| --- | --- | --- |
|  | Yes | No |
| 1. Continue current postdoc position |  |  |
| 2. Start a new postdoc position |  |  |
| 3. Start a new tenure-track or permanent academic position |  |  |
| 4. Start a new job beyond academia |  |  |
| 6. Apply for another postdoc position |  |  |
| 7. Apply for a tenure-track or permanent academic positions (e.g. Fellowships, Lectureships) |  |  |
| 8. Apply for jobs beyond academia |  |  |
| 9. Planning to start your own business/self-employed |  |  |
| 10. Planning to move beyond academia, but not sure where to yet |  |  |
| 11. Planning to stay in academia, but not sure how/where yet |  |  |
| 12. Have a clearer idea of where I want to go since engaging with Prosper |  |  |
| 13. Not sure |  |  |
| 14. Other |  |  |

If selected planning to start your own business/self-employed, please give details



If selected Other, please explain



**The following sections concern your views on the Prosper pilot year as a whole.**

# Page 4: C. Self-confidence regarding career development and career aspirations

Please rate how confident you feel that you can do the following, using the scale provided in the table below: *Required*

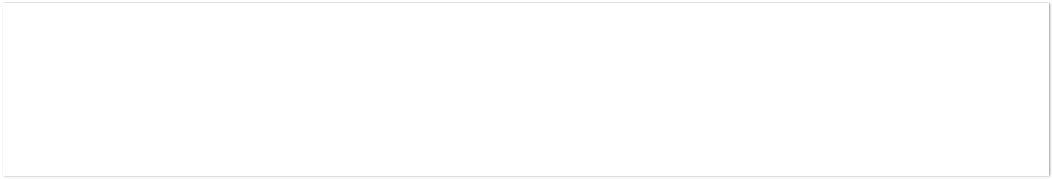
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 1 Not at all confident | 2 Not very confident | 3 Somewhat confident | 4 Fairly confident | 5 Completely confident |
| Discuss my career development with my PI |  |  |  |  |  |
| Discuss potential careers beyond academia with my PI |  |  |  |  |  |
| Identify where I need to go to find career development opportunities/resources relevant to me |  |  |  |  |  |
| Identify my strengths |  |  |  |  |  |
| Identify my weaknesses |  |  |  |  |  |
| Identify my motivations and interests |  |  |  |  |  |
| Identify my professional development needs |  |  |  |  |  |
| Identify the skills I need to develop in order to successfully move to my preferred career path(s) |  |  |  |  |  |
| Be proactive in developing transferrable skills |  |  |  |  |  |
| Set career development goals |  |  |  |  |  |
| Identify suitable careers for me beyond academia |  |  |  |  |  |
| Seek advice from professionals already working in my preferred career sector(s) |  |  |  |  |  |
| Be aware of what attributes employers beyond academia look for from postdocs |  |  |  |  |  |
| Translate my work experience into skills that employers beyond academia value |  |  |  |  |  |
| Prepare a job application for a post beyond academia |  |  |  |  |  |
| Effectively communicate my skills to employers beyond academia in an interview |  |  |  |  |  |
| Apply for jobs beyond academia |  |  |  |  |  |
| Achieve my career aspirations |  |  |  |  |  |

Thinking about your future career, please indicate your level of agreement with the following statements, using the scale provided in the table below: *Required*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 1 Strongly disagree | 2 Disagree | 3 Neither agree nor disagree | 4 Agree | 5 Strongly agree |
| I aspire to work in academia |  |  |  |  |  |
| I aspire to work beyond academia |  |  |  |  |  |
| I expect that I will end up working in academia |  |  |  |  |  |
| I expect that I will end up working beyond academia |  |  |  |  |  |
| I can imagine myself working beyond academia more after engaging with Prosper |  |  |  |  |  |
| I would consider a job beyond academia only as a temporary solution |  |  |  |  |  |
| I will apply for jobs in academia |  |  |  |  |  |
| I will apply for jobs beyond academia |  |  |  |  |  |

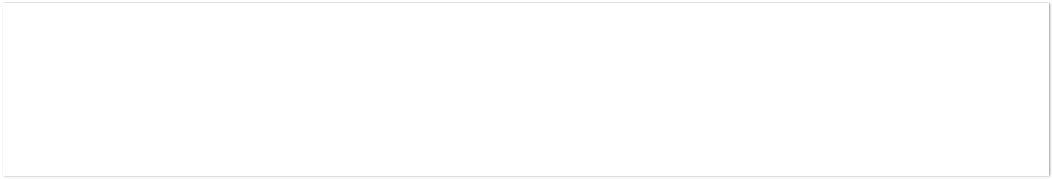
# Page 5: D. Overall perceptions of participating in the Prosper cohort

Overall, how would you rate your experience as part of Prosper? *Required*



1. Very poor
2. Poor
3. Fair
4. Good
5. Very good

Has your experience as part of Prosper met your expectations? *Required*



1. Strongly disagree
2. Disagree
3. Neither agree nor disagree 4 Agree

5 Strongly agree

Please explain the rating you gave to the above question:



Which three words would you use to describe your experience of Prosper? *Required*



Please rate the following statements, using the scale provided: *Required*

Please don't select more than 1 answer(s) per row. Please select at least 9 answer(s).

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 1 Strongly disagree | 2 Disagree | 3 Neither agree nor disagree | 4 Agree | 5 Strongly agree |
| I found the Prosper cohort engaging. |  |  |  |  |  |
| I found the Prosper cohort resources useful. |  |  |  |  |  |
| I felt a member of a peer cohort. |  |  |  |  |  |
| Prosper helped me in my career development. |  |  |  |  |  |
| I would recommend Prosper to other postdocs. |  |  |  |  |  |
| Prosper's resources have been more relevant to me as a postdoc than other career development resources I have engaged with |  |  |  |  |  |
| Following my time with Prosper, I have a clearer plan for my future career |  |  |  |  |  |
| I am more confident of my ability to apply for and secure academic positions than I was prior to engaging with Prosper |  |  |  |  |  |
| I am more confident of my ability to apply for and secure positions beyond academia than I was prior to engaging with Prosper |  |  |  |  |  |

On Prosper buying out 0.1 FTE of your time, please rate the following statements, using the scale provided: *Required*

Please don't select more than 1 answer(s) per row. Please select at least 3 answer(s).

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 1 Strongly agree | 2 Slightly agree | 3 Neither agree nor disagree | 4 Slightly disagree | 5 Strongly disagree |
| I would have been less able to engage if my time had not been bought out |  |  |  |  |  |
| I was able to balance my research project with my engagement with Prosper |  |  |  |  |  |
| My PI/line manager supported my engagement with Prosper |  |  |  |  |  |

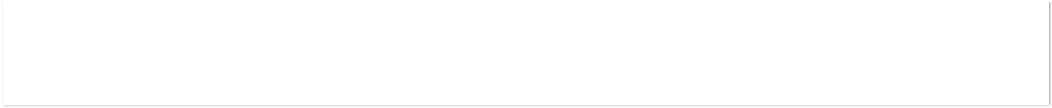
Are there any additional thoughts you'd like to share regarding the role of your PI/line manager in supporting your engagement with Prosper? Has your relationship changed as a result of your personal development during the pilot?



What kept you motivated during the Prosper pilot (e.g. other cohort members, PI, coach, Prosper team etc.)? *Required*



Were there any other barriers to your engagement?



On your level of engagement across the year *Required*

Please don't select more than 1 answer(s) per row. Please select at least 1 answer(s).

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 1. Evenly distributed | 2. Peaks and troughs  throughout the year | 3. Front-loaded | 4. I hit my stride in the middle of the  year | 5. Other (please explain in box  below) |
| I would describe my engagement as |  |  |  |  |  |

What factors determined the pattern of your engagement over the year? e.g. were you interested in one area or topic more than another?

*Required*



What have you learned from your engagement in the Prosper cohort that you have/will put into practice in regards to your career development? *Required*

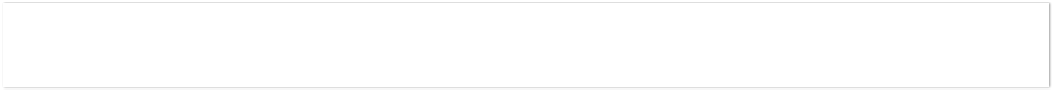


**What three tips would you give to postdocs engaging with Prosper?** *Required*



# Page 6: E. Your journey on the Prosper pilot

We would like to use your responses, **to this section only,** unanonymised for promotional purposes (in print, presentations, social media and on the Prosper portal). We would like to get a sense of your journey and to gain an understanding of what being part of the Prosper pilot has given you. **Please answer all parts, but select one of the following options so we know how to use your responses.** *Required*



Yes, I'm happy for my comments to be attributed to me I would like my comments to be anonymised

**Please describe your journey over the last 12 months.** Some things to consider: - your starting point in terms of your original thoughts on a career in academia vs beyond academia - any shifts in mindset/perception/confidence - changes in direction in terms of career plans - challenges you overcame - what particularly stood out for you or made a difference to your progress - where you are right now and as you look to the future *Required*



What would you say is the most valuable thing you've learned from your time with Prosper, with regards to your own career development?

*Required*



Are there any final comments you would like to share, with regards to your overall experience of Prosper? *Required*



# Page 7: Thank you

Thank you very much for your time. Your responses and overall participation as a cohort member are greatly valued and essential in helping us at Prosper to the benefit of all postdocs!

If you want to keep an eye out for what Prosper is up to -

1. follow Prosper here on LinkedIn https://[www.linkedin.com/company/77674814](http://www.linkedin.com/company/77674814) and keep in touch with the cohort via our Prosper Cohorts group https://[www.linkedin.com/groups/14029877/](http://www.linkedin.com/groups/14029877/) (if you are not already a member, there should be an invite waiting in your inbox! Do get in touch if you have not received an invite),
2. follow us on Twitter @ProsperPostdoc , and

C) visit our website at https://[www.liverpool.ac.uk/researcher/prosper/.](http://www.liverpool.ac.uk/researcher/prosper/)